



*"Building the smallest democracies at the heart of society."
The United Nations: The International Year of the Family, 1994*

Agreement# 40063171

Manitoba Corrections: Criminal Organization and High Risk Offender Unit



by Pauline Jackson, Probation Officer

*For all of us who work in the field of domestic violence, we are very aware of how frequently abusers who have been prosecuted do reoffend. Some are chronic re-offenders and pose a very high level of threat to their victim/s. We also know that jail sentences tend to be short. So what can be done to enhance victim's safety in such circumstances? Manitoba has a special unit in Probation to deal with such cases and I have asked **Pauline Jackson**, a probation officer working in the unit to write about her experience in this program.*

- Jane Ursel

The Criminal Organization High Risk Offender Unit (COHROU) is a specialized probation unit established by the Manitoba Minister of Justice in May 2000, to target organized crime and very high risk adult offenders in the city of Winnipeg. COHROU deals with those who are family violence offenders, sex offenders, random assault offenders, mentally disabled/disorder offenders and offenders involved in organized crime.

I work in the domestic violence unit of COHROU. Perhaps the best way to explain our program is to present a case history to illustrate how we work, and the challenges we encounter. The name of the individual has been changed.

CASE STUDY

Brian was sentenced to 6 months incarceration, followed by 2 years supervised probation as a result of being convicted of 2 counts of domestic assault. He had 3 previous convictions for domestic assault involving 2 other women and 4 convictions for breaching his court orders. He was assessed as high risk to reoffend in general criminal behaviour. Brian is single and has 2 children by two different women by the age of 21. He

was essentially homeless. He has been diagnosed with ADHD and has not found success with medication. As well, he has chronic organic impairments due to alcohol related neurodevelopment disorder. A neuropsychological assessment stressed that Brian responds positively to highly structured and stable settings. The assessment further stated the prognosis that Brian would be at significant risk for self harm or harming others if left to function independently in the community.

Due to his history of non compliance and escalation of violence and disregard for his victims, Brian was referred to COHROU by prosecutions. In the initial *Assessment and Stabilization* phase of the COHROU Program, a comprehensive review of all his risks, needs, victim safety issues and agency involvement was undertaken. As a result, a multi-system team that met regularly was pulled together to strategize these key areas. Brian responded to the strict expectations of reporting and engaged in a trusting relationship with COHROU staff. Brian was, however, unable to appreciate the full impact of the changes he would need to make in his life to overcome these barriers. While he was offered a variety of housing opportunities, he rejected them.

Manitoba Corrections: COHROU, cont'd on page 6

Inside this issue ...

- | | |
|---|---------------------------------------|
| 2. Recession and its Effects on the Non-Profit Sector | 5. RESOLVE Alberta Update |
| 3. RESOLVE Manitoba Update | 6. Manitoba Corrections, <i>cont.</i> |
| 4. RESOLVE Saskatchewan Update | 7. Announcements / Conferences |
| | 8. Prairieaction Update |

Recession and its Effect on the Non-Profit Sector



by Sharon Taylor, Wolseley Family Place

Many of our readers and partners in research work in NGOs are concerned about the impact of the recession upon their services and their clients. We invited **Sharon Taylor**, Executive Director of **Wolseley Family Place**, and member of RESOLVE Manitoba, to share her experiences after attending a conference addressing this issue.

- Jane Ursel

As the director of a multi service family resource centre, I have had a growing concern about the impact of the recession on my agency. My concern is not about staying afloat merely for the sake of staying in business. Instead, what matters is making sure that we remain open in order to serve the public, particularly in times of an increased demand for services. Our survival is important in order to continue to help people with the greatest needs.

We are all concerned that with leaner times corporate donations will fall as profits tumble; foundations will cut back on grants as returns on endowments decline; individuals will reduce donations as unemployment and economic insecurity rises; provincial and federal governments will cut social services and spending on health and education as tax receipts fall; the federal government will cut payments to the non-profit sector to pay back the stimulus package. And if government cuts funding to non-profit organizations, by how much? These questions are just a few of my concerns as the director of a non-profit organization.

Most importantly though, how will these cutbacks affect the participants/clients of non-profits? Many of the people served in non-profit organizations are the most marginalized, disenfranchised, and with limited resources. We are usually their only resource, and their needs increase in times of financial stress.

In May 2009, I attended a workshop called *Forward Together: Leading the Non-Profit Sector Through the Recession*. Participants spent the day learning about restructuring strategies, resources, tips and tools. Although very enlightening, the event was scary at the same time. Below are some highlights from the conference with links for further information.

Indicators suggest that non-profits are not feeling the

pinch just yet. But it is said that in 2010, there will be a decrease in funding, insufficient notice of cutbacks; and some will only receive status quo funding and increased workloads with more demands from participants/clients. To survive, non-profit organizations need to restructure. The definition of restructuring is "to develop or refine the strategic and operational infrastructure of an organization to fortify its impact and build resiliency."

Some of the tips are:

1. Non-profits need to share worries with boards and funders and enlist their support in getting ready for a recession. We need to get by on decreased revenue and program spending and not take on new expenses.
2. Avoid large investments in assets and infrastructure such as purchasing a building or expansion of services.
3. If you have a specific donor, it is important to diversify your fundraising strategies.
4. Majority of private donations come from donors who give smaller amounts there direct mail may be the way to go.
5. Prepare and develop a recession plan that assesses the organization and its programs
6. Have a scenario plan, such as "If we lose 10%, 20%, etc." Address the "what ifs."

Implementing a recession plan and its major steps are:

1. Assess your recession preparedness
2. Prepare and analyze your cash flows forecasts
3. Use financial ratios to understand the financial health of the organization.
4. Develop scenario plans based on estimates of reduced funding/donations.

For details on these points, contact Sharon Taylor or refer to www.charityvillage.ca/cv/research/rom58.html.

Other helpful details include learning about mergers; diverse funding; sharing of services and space; outsourcing services such as accounting, etc.; contract staff versus full time staff, job sharing; maximizing volunteers, bonuses versus salary increases; etc.



Manitoba Update



by Jane Ursel

RESOLVE Manitoba is happy to announce our **2009–2010 Carolynne Boivin Bursary recipients**. The bursary was set up in 1999 when Carolynne Boivin, founding president of the Prairieaction Foundation, retired from the Foundation.

Happily, Carolynne has remained connected with RESOLVE and she sits on the awards committee each year. From 2000 to 2006 we have made an annual award to a graduate student pursuing studies in the field of domestic violence. In 2007-08, we received a very generous contribution to the bursary fund from Carolynne and her husband Dan, which has permitted us to award two bursaries per year. We are pleased to congratulate to our recipients this year, **Rana Bokhari** from the Faculty of Law, and **Judy Kienas**, who is a Phd. student in Psychology.

Rana Bokhari was born in Winnipeg, graduating with a B.A. in Psychology in February 2008 and an Honours thesis in Sociology in 2009. Rana is currently a first year student in the Faculty of Law at the University of Manitoba. In her application she stated *"I am passionate about issues surrounding new immigrants from patriarchal societies and the relationship of first generation*



Rana Bokhari

children to their parents. As a first generation Muslim woman I know the issue well." Rana is interested in continuing research examining access to justice issues facing immigrant women. She is specifically interested in examining why immigrant women choose not to report domestic violence. With her background in criminology, sociology and law, she hopes to help fill the gap in the available literature. We look forward to her contribution to our better understanding of immigrant issues, first generation children and concerns about family violence.



Judy Kienas

Judy Kienas is a Masters student in Psychology at the University of Manitoba and plans to continue with her PhD. studies in clinical psychology. Her proposed dissertation work will involve a study of Aboriginal and non-Aboriginal women who have experienced domestic violence. She is particularly interested in the response these women receive when they disclose their victimization. Judy has considerable clinical experience having worked for three years counseling couples who have experienced abusive dynamics in their relationship at the Elizabeth Hill Centre in Winnipeg. Judy is also an employee of RESOLVE as an interviewer for the **Healing Journey Study** and she has recently assumed the role of project coordinator for the same study. Judy is an outstanding interviewer and we look forward to her proposed dissertation. ☘

Did you know...

- Since the inception of pro-arrest policies, women's groups have been concerned about dual arrests, i.e. officers respond to a call for help, then arrest both parties.
- Data shows that in Winnipeg, the dual-arrest rate rose from 6% of all cases to 9% of all cases when mandatory charging policies were introduced in 1993.
- The Winnipeg Police Service introduced specialized training on primary aggressors in 2001.
- By 2004 the dual arrest rate dropped to 5%.

Saskatchewan Update: Healing in Community—An Evaluation of the Residential Healing Program at Tamara’s House Services for Sexual Abuse Survivors Inc.



by Karen Wood

Imagine a woman in her late forties, doing her best to be a good mother and supportive partner. Imagine this same woman struggling every day because of the impact of having been sexually abused as a child. She has low self-esteem, difficulty trusting others, and does her best to cope with the memories and emotions. Despite her best efforts, she continues to drink frequently, and struggles as a parent. To address the effects of child sexual abuse (CSA), this woman went to Tamara’s House.



Tamara’s House

Tamara’s House residence, the first of its kind in Canada, is a program for women of all backgrounds to work intensely on CSA issues. The approach used in the residence is unique and is based on the principles of self-directed, holistic healing within a community home setting. Like other women in the residence, this woman experienced growth in such everyday activities as preparing meals, and in being surrounded by other women who have ‘been there.’ She went through the process of setting goals—something that she found challenging, and she experienced the structured programming, social skill development, self-reflection, and role modeling available throughout the program. Most importantly, she was supported in directing her own healing process.

Now imagine. This same woman feels she is a better parent and partner. She no longer drinks, and continues to make changes she feels are necessary to be healthy. She explains, “I have learned I have a voice. I’ve learned to recognize when I get triggered and my behaviour when I do. I’m going to really listen to myself, stand up and stick up for me. Take care of me.”

In 2007, the **CARE Grant Program** of the **Prairieaction Foundation** provided funding for an impact evaluation of the residence. The findings are overwhelmingly positive, and include recommendations to further strengthen the program. The residence was found to have a strong, clearly articulated philosophical and theoretical foundation, and that it provides accessible, responsive and fluid programming for women from a wide range of backgrounds and needs. One woman said “each staff member has a different skill or gift. They find what’s helpful for each woman, especially around spirituality. Balance is emphasized, and there is a respectful approach to diverse perspectives.” The impact evaluation also provides recommendations, including the need for more resources for staff to develop cultural competency; implementation of a follow-up program; and further development and support of the goal-setting process.

Change happens in different ways for women who go through the residence program, change that is often gradual, unpredictable, and uncontrollable. One woman explained that “the seeds have been planted, and they might not blossom and grow until much later.” Tamara’s House is grateful to the *Prairieaction Foundation* for the opportunity to continue to plant seeds of change in order to more effectively support women healing from child sexual abuse. ❧

Interested in attending the residence?

Call **Sheri** at Tamara’s House at **(306) 683-8667** or **Toll Free** at **1-877-626-1222** from **Monday to Thursday during the day**.

An initial interview will be conducted to complete an assessment and to provide additional information about the residence. Once the assessment is completed, a date is scheduled for arrival. Pending the completion of some paperwork, you finally arrive for your stay. **WELCOME.**

Alberta Update



by Leslie M. Tutty

Last winter, RESOLVE Alberta completed an evaluation “Training External Facilitators to Provide CCASA’s ‘Who Do You Tell?’™ Child Sexual Abuse Education Program: An Evaluation,” authored by **Dr. Leslie Tutty** and **Choni Tenzin**. The “Who Do You Tell?”™ (WDYT) program of Calgary Communities Against Sexual Abuse has been offered for over two decades. Evaluations of the program (Tutty, 1997; 2004) have been positive, identifying that elementary school-aged children learn the concepts taught and retain this knowledge over at least several months (Tutty, 1997). Further, children interviewed in focus groups commented that the program information is relevant and important to them and recommend that it be available to other students (Tutty, 2004).

Despite its successes, the WDYT program, as with other school based education efforts, has experienced a number of implementation challenges. Beyond funding, an ever-present and ongoing problem for the small non-profit agencies that generally administer prevention efforts, the role of program facilitator can be repetitive and retaining staff a challenge. Moreover, offering and maintaining the program has its own unique challenges. The current waitlist for the program in Calgary is about four or five years. How, then, can the agency best address requests from other Alberta communities to provide WDYT to their students?

The research evaluated a pilot project of the **Calgary Communities Against Sexual Abuse** (CCASA) experimented with a new structure of service delivery for WDYT. Historically, the program has been delivered by CCASA staff. However, the agency was experiencing some problems with relying solely upon their own staff to deliver the program, in that the demands of the program were too great to meet on a continual basis.

As a possible solution to this problem, CCASA has partnered with agencies in several Alberta centres, training their staff to deliver the *Who Do You Tell?* program. CCASA wished to assess the impact of this new change in service delivery, and approached RESOLVE Alberta to conduct the evaluation. This report

documents a qualitative evaluation of that training based on in-depth interviews with 12 respondents: four CCASA staff and eight newly trained facilitators.

In general, the CCASA program staff and the newly trained facilitators found the training and materials helpful and subsequently felt prepared to deliver the WDYT program. Only two facilitators had offered the program to students. Both were pleased with the manual and their training to deal with possible abuse disclosures. Their presentations went well and their interactions with teachers and principals were positive.

The CCASA staff and the trainees made recommendations to improve training. Interestingly, the same suggestions often came from both constituent groups: The CCASA staff had a good sense of how they might improve the training suggesting several strategies that were also validated by their “students.”

In summary, disseminating CCASA’s “Who Do You Tell?”™ child sexual abuse education program seems viable using the comprehensive training model utilized in this pilot project. The two newly trained facilitators who put their skills and knowledge to the test were pleased with the results. The other trained staff were hopeful that they would have similar opportunities in the near future. The report is available from tutty@ucalgary.ca. To see a

promotional video of the WDYT program go to www.whodoyoutell.com.



Other RESOLVE Alberta News

We have two new research assistants working with the NCPC-funded HomeFront project due to be completed on March 2010. **Amanda Dietrich** and **Kristen Jones** have joined us. Amanda obtained her Bachelor’s degree in Psychology with a minor in Criminal Justice from the University of New Brunswick in 2006. She has a number of years of experience working with high risk youth and adults. Kristen is completing her BA in sociology at the University of Calgary. Welcome to both! ☘

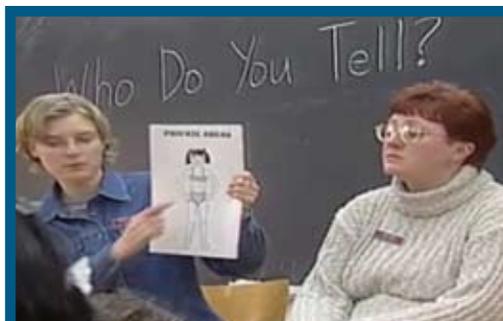


Image from “Who Do You Tell?”™

“Manitoba Corrections: COHROU” cont’d from page 1

He engaged in intensive domestic violence counseling in the *Intervention* phase. However, without having adequate emotional regulation skills, his impulsivity, lack of insight and inability to be retrospective resulted in questionable gains. After one year, Brian’s struggles reached a point where his risk to himself and others proved to be too great. We were able to convince the courts of his non-compliance and mounting risk and a warrant was issued for his arrest. While Brian was in custody we were able to convince the courts to support an intervention plan with specific conditions that targeted his risk for reoffending.

Did the new conditions help?

Brian has made positive steps forward. With the support of COHROU and the multi-system team, he rents a decent suite from a caring landlord, whom Brian invites to our team meetings; he has observed his daily curfew; Brian volunteers three days a week at a soup kitchen; he attends his psychiatric appointments and will soon begin working with an outreach worker to develop such skills as emotional regulation and problem-solving skills. We are only now achieving the basic structure for stability that may allow us to proceed with the cognitive restructuring of problematic beliefs around his views of women and other criminal thinking errors. Brian will experience many ‘firsts’ in this next phase and it will be a continuous challenge to fight his deep-rooted habits and beliefs. Despite these ongoing challenges, this case encourages us to believe that with a therapeutic relationship in conjunction with a well designed intervention plan based on evidenced-based treatment, front line workers can affect an incredible amount of change and challenge even the most dire of prognosis.

Thank you to the great number of devoted researchers who have pursued answering the question of “What works?” with offenders.

COHROU caseloads are smaller than traditional caseloads, averaging 15 clients per probation officer. As a result, probation officers can spend more time on preparing comprehensive assessments, developing and implementing prescriptive intervention plans, and

working intensively with each offender and the multi-systems teams. We are trained in and skilled at *Motivational Interviewing, Relapse Prevention* and *Cognitive Behavioural Skill Building*. COHROU staff are conditioned to listen for “change talk” and purposely nurture this “change talk” into prosocial behaviours.



The COHROU program has four phases that include an *Assessment/Stabilization Phase; Intervention Phase; Maintenance Phase;* and *Transfer to Regular Probation Phase*. The offender can progress through each phase based on achievement of specific goals at each phase, as the case study of Brian illustrates.

In addition to our intensive focus on the offender, we are also very committed to meeting the needs of victims. COHROU works collaboratively with **Victim Services** and provides information as required. For those clients not involved with Victim Services, or who do not wish to be involved, COHROU will complete and rehearse safety plans with victims who request this at their homes. COHROU will have ongoing contact and support with victims and notify them at critical junctures, and will co-ordinate with police services and/ or provide surveillance to support victims during high risk periods. ☘

Pauline Jackson is a Probation Officer working in the Criminal Organization High Risk Offender Unit in Winnipeg, Manitoba. Prior to this she worked as a probation officer in the Family Violence Unit, where she joined the Program Team and assisted in providing options in domestic programming. She has also worked in three correctional centres, where she continued to specialize in program delivery. Along with her other duties, she is currently a Coach Trainer for the newly purchased risk assessment tool, the Level of Service Case Management Inventory.

CONFERENCES AND EVENTS



October 8, 2009 - Child Protection, Domestic Violence, Court Process and Protection Orders workshop presented by Lori Anderson of Legal Aid Manitoba. The workshop will be held at the Fort Garry Women's Resource Centre, 6-8 pm, 1150A Waverley Street in Winnipeg, Manitoba. Pre-registration is required to this women's only event by calling 477-1123. Childcare, healthy snacks and bus tickets are available. Workshops are free. Please consider donating a non-perishable food item to FGWRC for women and children in need. Funded by the Manitoba Law Foundation. For more information contact the **Fort Garry Women's Resource Centre** at (204)477-1123.

Tuesday Eveings: October 13 - December 1, 2009 - Healing From Abuse Group. The sessions will be held at the Fort Garry Women's Resource Centre, 6-8:30 pm, 1150A Waverley Street in Winnipeg, Manitoba. This is a group for women who are coping with the impact of partner and/or childhood abuse. Topics explored will be recognizing and defining abuse; ways of coping; naming the losses associated with abuse; dealing with difficult emotions; building self esteem; and learning to be assertive. Space is limited. Contact the **Fort Garry Women's Resource Centre** at (204)477-1123 to register.

October 22 - CAG Annual Scientific and Educational Meeting 2009/Rèunion Scientifique et Éducative Annuelle de L'ACG 2009 Pre-Conference Workshop: Elder Abuse: Rippling Effects of Multi-Disciplinary Approaches, at the Fairmont Hotel in Winnipeg, Manitoba. Presented by the Canadian Association on Gerontology (CAG). For more information please visit the CAG website at www.cagacg.ca/conferences/400_e.php or contact **Strauss Event & Association Management** at (204)947-9766, or email jd@strauss.ca.

October 23 - CAG Annual Scientific and Educational Meeting 2009/Rèunion Scientifique et Éducative Annuelle de L'ACG 2009: Panel on Elder Abuse, at the Fairmont Hotel in Winnipeg, Manitoba. Presented by the Canadian Association on Gerontology (CAG). For more information please visit the CAG website at www.cagacg.ca/conferences/400_e.php or contact **Strauss Event & Association Management** at (204)947-9766, or email jd@strauss.ca.

November 2 - 3, 2009 - The New Wave of Violence: Misuse of Technology at the Victoria Inn in Winnipeg, Manitoba. Presented by Cynthia Fraser from the National Network to End Domestic Violence. Hosted by the Family Violence Consortium of Manitoba. For more information contact The Laurel Centre at (204)774-2912 or email info@thelaurelcentre.com.

November 16 - 17, 2009 - 9th Annual Diverse Voices Family Violence Conference at the Fantasyland Hotel, West Edmonton Mall in Edmonton, Alberta. Early Bird Fee until October 23, 2009, is \$199; registration fee from October 24, 2009, is \$225. For more information, contact Cathy Harvey, Conference Coordinator, at cathyharvey@canaevents.com or (780)485-5955.



November 19 – 20, 2009 - RESEARCH DAY 2009: Healing From Violence and Abuse in Regina, Saskatchewan, at the Regina Inn and Conference Centre. Presented by RESOLVE Saskatchewan. For more information contact Mary Hampton or Ann Bishop at 306-337-2511 or RESOLVE@uregina.ca.

RESOLVEnews is a quarterly newsletter published by RESOLVE Manitoba. Any submissions, announcements and inquiries can be directed to the RESOLVE office in each of the three prairie provinces or to the editor, Ilze Cepelis, RESOLVE Manitoba - phone (204) 474-8965; fax: (204) 474-7686; e-mail: newsedit@cc.umanitoba.ca



Supporting solutions to violence and abuse

Phone: 1-877-926-8129 / Fax: 1-877-947-9767

E-mail: prairieaction@sasktel.net

Web site: www.prairieactionfoundation.ca

2009 CARE Grants Recipients



Prairieaction Foundation's CARE Grant Program furthers our goal to support community-based research into solutions to violence and abuse. The Program funds grassroots, community-based organizations to do action-oriented research that will improve their programs and identify effective strategies to alleviate and prevent violence and abuse in their communities.

We would like to congratulate the following organizations who received 2009 Care Grant awards:

Alberta Council of Women's Shelters, Edmonton, AB

Alliance to End Violence Society of Calgary, Calgary, AB

First Nations Healing Centre, Koostatak, MB

Klinik Community Health Centre, Winnipeg, MB

Nova House, Selkirk, MB

Peace River Regional Women's Shelter, Peace River, AB

Provincial Association of Transition Houses and Services of Saskatchewan, Regina, SK

Tamara's House Services for Sexual Abuse Survivors Inc., Saskatoon, SK

WISH Inc. (Women in Second Stage Housing), Winnipeg, MB

We would also like to thank those who served on the *Grant Review Committee* for their dedication of time in support of this process. ☘

RESOLVE Manitoba

*~ Dr. Jane Urşel ~
Director (Academic)*

PUBLICATIONS MAIL AGREEMENT NO: 40063171
RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:

**108 Isbister Building
University of Manitoba
Winnipeg, MB R3T 2N2**

Ph: (204) 474-8965 Fax: (204) 474-7686
E-mail: resolve@umanitoba.ca

Website: www.umanitoba.ca/resolve

RESOLVE Saskatchewan

*~ Dr. Mary Hampton ~
Academic Research Coordinator*

**LC 210, Luther College
University of Regina
Regina, SK S4S 0A2**

Ph: (306) 337-2511 Fax: (306) 585-5267
E-mail: resolve@uregina.ca

Website: www.uregina.ca/resolve

RESOLVE Alberta

*~ Dr. Leslie Tutty ~
Academic Research Coordinator*

Community Research Development Coordinator

**PF 3239
University of Calgary
2500 University Drive NW
Calgary, AB T2N 1N4**

Ph: (403) 220-8181 Fax: (403) 210-8117

E-mail: resolve@ucalgary.ca