



September 29-Oct 1 2022

**No One Left Behind:
Building Community Capacity**

PROGRAM • PROGRAMME

SUNDAY / DIMANCHE

September 25 septembre 2022

11:00AM | Peace Officer Memorial (Parliament Hill)

MONDAY / LUNDI

September 26 septembre 2022

OPEN DAY /
JOURNÉE LIBRE | Things to Do in Ottawa

TUESDAY / MARDI

September 27 & 28 septembre 2022

OPEN DAY /
JOURNÉE LIBRE | Study Tours & Visits / Visites et Visites d'études

- **Collins Bay Institution**
Departure Time: 7:30am
Tour Times: 10am - 1pm
- **Kingston Penitentiary / Corrections Museum**
Departure Time: 7:30am
Tour Times: 10am - 1pm
- **House of Hope - Residential Service for Federally Incarcerated Offenders**
Sept 27: 10am - 12pm and 1pm - 3pm Sept 28: 10am - 12pm
- **Parole Board of Canada Hearing**
(Both Days) English and a French Session: 8am - 11am
- **Ottawa Parole Office**
10am - 12pm and 1pm - 3pm

WEDNESDAY / MERCREDI

September 28 septembre 2022

1:00PM | **Registration Opens** - DELTA HOTEL BALLROOM FOYER
/ **Ouverture des inscriptions** - FOYER DE LA SALLE DE BAL DE L'HÔTEL DELTA

THURSDAY / JEUDI

September 29 septembre 2022

7:00AM – 8:00AM	Breakfast / Petit-déjeuner
8:00AM – 9:30AM BALLROOM SALLE DE BAL A & B	Opening ceremony / Cérémonie d'ouverture <ul style="list-style-type: none"> • National Anthem & Indigenous Opening Ceremony • Welcome and Opening Remarks <u>Speakers / Conférenciers</u> Honourable Marco Mendocino Jennifer Oades, Chair, Parole Board of Canada Gerry McNally, President, Confederation of European Probation Irving Kulik, Executive Director, Canadian Criminal Justice Association
9:30AM – 10:30AM BALLROOM SALLE DE BAL A & B	Keynote Speaker / Conférencier d'honneur Dr. Frank Porporino (CANADA) CAN LESS CORRECTIONAL CONTROL GIVE US MORE PUBLIC SAFETY: WORKING TO MAKE COMMUNITY OPTIONS MORE EFFECTIVE
10:30AM – 11:00AM	Health Break / Pause santé
11:00AM – 12:30PM BALLROOM SALLE DE BAL A & B	Roundtable / Table ronde GLOBAL PERSPECTIVES: AN OVERVIEW OF THE STATE OF COMMUNITY CORRECTIONS <u>Speakers / Conférenciers</u> 1 The Irish System and the Origins of Parole, Gerry McNally (IRELAND)



CLICK ON THE TITLE OF THE PRESENTATION to read its descriptions
CLIQUEZ SUR LE NOM DE LA PRÉSENTATION afin de lire sa description

11:00AM – 12:30PM **24** Towards a Process Theory of Re-Entry in Romania, Ioan Durnescu (ROMANIA)
34 Value of Community Volunteers Supporting Offender Re-Integration, Shoji Imafuku (JAPAN)
44 Changing Landscapes: The Use of Probation and Parole in the United States, Brian Lovins (USA)

12:30PM - 1:30PM **Buffet Lunch / Diner**

1:30PM - 3:00PM **A1-A7 Concurrent Sessions / Sessions concurrentes**

Presenters / Présentateurs

BALLROOM
SALLE DE BAL A

A1-14 **French State of Play: Strategies, Challenges, and Limits** (Presented in French / Présentée en français)
Daniel Danglades & Delphine Deneubourg (FRANCE)

A1-24 **Safety as a Product: A New Narrative for Probation and Public Acceptance of and Inclusion of Offenders**
Jochum Wildeman, Imants Mozers & Koen Goei (NETHERLANDS)

A1-34 **Public Protection in Ireland: Collaborative Working Across Criminal Justice**
Mark Wilson, Director & Una Doyle (IRELAND)

JULIET/FRONTENAC
CONVENTION LEVEL

A2 **Care and Management of Gender Diverse Offenders; Profile of Federal offenders in Canada with Self-Identified Gender Considerations; and Offenders with Gender Considerations; Operational Challenges and Knowledge Gaps**
Andrea Moser, Shanna Farrell MacDonald, Angela Smith, Sarah Cram, Dena Derksen & Luc Bisson (CANADA)

PINNACLE
PENTHOUSE LEVEL

A3-14 **The Meaning & Perspective of Offenders Rehabilitation Facility in Japan**
Sakiko Ishida (JAPAN)

A3-24 **Probation and Mediation Under the Roof of One Organization. How Does it Work?**
Andrea Matoušková (CZECH REPUBLIC)

A3-34 **When One Plus One is More Than Two? Building Partnerships and Facilitating Community Involvement in the Probation Work in Latvia**
Anvars Zavackis (LATVIA)

PANORAMA
PENTHOUSE LEVEL

A4-14 **Improving Risk Assessment and Protective Factors in Relationship with Ethnic Diversity in the Romanian Probation System**
Cristina Gheorghe (ROMANIA)

A4-24 **The Community Supervision Experiences of Justice-Involved Persons Belonging to Ethnocultural Groups**
Sara Johnson (CANADA)

CAPITALE
CONVENTION LEVEL

A5 **Parole Board of Canada and Correctional Service of Canada - Strengthening Partnerships in Federal Victim Services in Canada**
Lisa Saether, Tara George & Facilitator: Ian Broom (CANADA)

RICHELIEU
CONVENTION LEVEL

A6-14 **Getting Out. Staying Out: Capacity Building from the Ground Up**
Melissa Munn & Rick Sauv  (CANADA)

A6-24 **A Personal Account of Life Spent In and Out of Prison**
Jennifer Bryce & Doug Heckbert (CANADA)

BALLROOM
SALLE DE BAL B

A7-14 **Georgia's Innovative Device for Providing Electronic Control and Services to Probationers**
Buba Lomuashvili (GEORGIA)

A7-24 **Georgia's New Software for Risks and Needs Assessment**
Vladimer Kheladze (GEORGIA)

A7-34 **A Comprehensive Approach to Support the Resocialization and Rehabilitation Process of Probationers**
Iason Nachkebia & Nino Tkeshelashvili (GEORGIA)

3:00PM - 3:30PM **Health Break / Pause sant **

3:30PM - 5:00PM	B1-B6 Concurrent Sub-Plenary Sessions / Sous-plénières concurrentes BUILDING CAPACITY <u>Presenters / Présentateurs</u>
BALLROOM SALLE DE BAL B	B1 Building Service & Community Capacity: Learning from International Experience Stephen Pitts (UK) & Leo Tigges (Netherlands)
BALLROOM SALLE DE BAL A	B2 (APAI) – Professional Collaboration: A Success Story for Discretionary Parole Ashley Koonce, Jonathan Ogletree, Jennifer Shaffer (USA) & Sylvie Blanchet (CANADA)
JULIET/FRONTENAC CONVENTION LEVEL	B3 Implementation, Fast & Slow: The Tale of Evidence-Based Practices in Two Agencies William D. Burrell, Julie Micek & Wade Warren (USA)
CAPITALE CONVENTION LEVEL	B4 Film Viewing / Visionnage de film: Inside Peace Michel Klamph & Willow Baker (USA)
RICHELIEU CONVENTION LEVEL	B5 Film Viewing / Visionnage de film: Eden House Suki Binning (ENGLAND)
CHAUDIERIE CONVENTION LEVEL	B6 Podcast / Balado: A Two-Way Street: Valuing the Role of VPOs in Raising Public Understanding of Probation Work Julia-Anna Brand & Dr. Alexander Vollbach (GERMANY)

6:00PM - 8:00PM Reception / Réception: Penthouse

FRIDAY / VENDREDI

September 30 septembre 2022

7:30AM – 8:30AM	Breakfast / Petit-déjeuner
8:30AM – 8:45AM	Welcome Day 2 Mot de bienvenue Jour 2
BALLROOM SALLE DE BAL A & B	
8:45AM – 9:30AM	National Day for Truth and Reconciliation Journée nationale de la vérité et de la réconciliation Indigenous Welcome / Mots de bienvenue aux Autochtones
BALLROOM SALLE DE BAL A & B	
9:30AM – 10:30AM	Keynote Speaker / Conférencier d'honneur Robert S. Wright, MSW, RSW, Executive Director of The Peoples' Counselling Clinic DISMANTLING SYSTEMIC RACISM
BALLROOM SALLE DE BAL A & B	
10:30AM – 11:00AM	Health Break / Pause santé Visit our Exhibitors – Sponsors & Posters /Visitez nos Exposants - Commanditaires et Affiches scientifiques
11:00AM – 12:30PM	C1-C3 Concurrent Sub-Plenary Sessions / Sous-plénières concurrentes ADAPTING COMMUNITY SUPERVISION PRACTICES <u>Presenters / Présentateurs</u>
PINNACLE PENTHOUSE LEVEL	C1-1 Diversity, Gender & Parole Decision Making in Canada Sarah Byron, Karley Scott, Patrick O'Brien & Sylvie Blanchet (CANADA)
BALLROOM SALLE DE BAL A	C2-1 Elderly People in Conflict with the Law (EPCIU): The Challenges Upon Returning to the Community Michel Gagnon & Marina Reveli (CANADA)
	C2-2 Correctional Service of Canada - Addressing the Needs of Older Persons in Custody Ginette Clarke (CANADA)



<p>BALLROOM SALLE DE BAL B</p>	<p>C3-1 Training, Implementing, and Evaluating Evidence-based Practice for Community Supervision James Bonta, Guy Bourgon & Bill Small (CANADA)</p> <p>C3-2 Defining the Value of Volunteers in Corrections with Correctional Service of Canada Katherine Cole (CANADA)</p>
<p>12:30PM – 1:00PM Lunch / Diner Visit our Exhibitors – Sponsors & Posters /Visitez nos Exposants - Commanditaires et Affiches scientifiques</p>	
<p>1:00PM - 2:30PM BALLROOM SALLE DE BAL A & B</p>	<p>Panel Discussion GROWING CHALLENGES OF MENTAL HEALTH</p> <ul style="list-style-type: none"> C Probation & Mental Health, Charles Brooker (ENGLAND) C Supporting Mental Health Within Canada’s Criminal Justice System Amy Fogarty & Krystal Kelly (CANADA)
<p>2:30PM - 3:00PM Health Break / Pause santé</p>	
<p>3:00PM - 4:15PM BALLROOM SALLE DE BAL C</p>	<p>D1-D8 Concurrent Sessions / Sessions concurrentes <u>Presenters / Présentateurs</u></p> <p>D1-1 Not Criminally Responsible Misconceptions and the Path Forward John Winterdyk & Catharine Pandila (CANADA)</p> <p>D1-2 The Meaning of Life for Those Convicted of Second-Degree Murder: Time in Prison before Parole Debra Parkes (CANADA)</p>
<p>BALLROOM SALLE DE BAL B</p>	<p>D2-1 Treatment of Offenders with Mental Health Problems in Japan Ayaka Takai (JAPAN)</p> <p>D2-2 Building Community Capacity for Justice-Involved Individuals with Mental Health Treatment Needs Cherie Townsend & Sonya McLaren (IACFP) (USA, CANADA, SCOTLAND, BELGIUM)</p>
<p>BALLROOM SALLE DE BAL A</p>	<p>D3-1 Supervision Around the World Julie Truschel (USA)</p> <p>D3-2 Non-discriminatory Alternatives to Imprisonment – Lessons from Europe Tanja Dejanova, Triona Lenihan & Professor Anabela Rodrigues (NETHERLANDS) & Dr. Anabela Rodrigues (PORTUGAL)</p>
<p>PINNACLE PENTHOUSE LEVEL</p>	<p>D4-1 Risk Factors for Suicide in a Probation Population Georgia West (ENGLAND)</p> <p>D4-2 Managing Loneliness Among Offenders Re-Entering their Communities Eddy Elmer (CANADA)</p> <p>D4-3 Penal Organization Behaviour: What are the Pros and Cons of Bureaucracy and Adhocracy? Michael Taylor (CANADA)</p>
<p>RICHELIEU CONVENTION LEVEL</p>	<p>D5-1 Methodology to Engage Civil Society Organizations in the CJS Cardoso Leitao Tiago (PORTUGAL)</p> <p>D5-2 “Go Ahead and Shoot Me” Realities of how Public is Left Out of Realities of Probation and Criminal Justice Processes Doug Heckbert (CANADA)</p>
<p>CAPITALE CONVENTION LEVEL</p>	<p>D6-1 LEAP: Programming for the Brain-Injured Impacted by the CJS Melissa Vigar & Katie Manikas (CANADA)</p> <p>D6-2 Fingerspelling is not Enough for Deaf Offenders Tracey Bone (CANADA)</p> <p>D6-3 Moving Stories/Expressing Trauma Through Movement Suzanne Costello (USA)</p>

CHAUDIERIE CONVENTION LEVEL	<p>D7-1 Learning from a Pandemic: Probation in England and Wales Sarah Chand & Jessica Sondhi (UK)</p> <p>D7-2 Resilience of Romanian Probation Counselors in the Context of the COVID-19 Pandemic Mihaela Tomita (ROMANIA)</p> <p>D7-3 A Partnership in Safety: Correctional Service of Canada and SolusGuard Serese Selanders (CANADA)</p>
JOLIET/FRONTENAC CONVENTION LEVEL	<p>D8-1 Demonstrating the Value of Working with Student Volunteers in CSC Tina Evans & Alicia Mora (CANADA)</p> <p>D8-2 Firm Foundations 4.0: How Well-Trained, Supervised Community Volunteers Reinforce Modern Probation Work Julia-Anne Brand & Dr. Alexander Vollbach (GERMANY)</p>
<p>4:15PM - 4:30PM Transition time to Concurrent Sessions / Temps de transition entre sessions concurrentes</p>	
4:30PM - 5:30PM	<p>E1-E6 Concurrent Sessions / Sessions concurrentes <u>Presenters / Présentateurs</u></p>
PINNACLE PENTHOUSE LEVEL	<p>E1-1 Peace Education Program Michel Klamph (CANADA) & Willow Baker (USA)</p> <p>E1-2 The Price of Mistrust: The Working Alliance as Predictor for Recidivism Annelies Sturm (NETHERLANDS)</p>
JOLIET/FRONTENAC CONVENTION LEVEL	<p>E2-1 Using IT Capabilities for Knowledge Management in Probation and Parole Popko de Vlugt (NETHERLANDS)</p> <p>E2-2 Remote Probation Supervision During COVID Renée Henskens (NETHERLANDS)</p> <p>E2-3 Leveraging Technology for Effective Supervision Scott Maurer & Phil Sellers (USA)</p> <p>E2-4 Establishment of Probation Service in Slovenia – Challenges of Development Dr. Danijela Mrhar Prelič (SLOVENIJA)</p>
CHAUDIERIE CONVENTION LEVEL	<p>E3 Effective Communication During the first 30 - 90 days of Supervision Joe Winkler, Assistant Secretary (USA)</p>
RICHELIEU CONVENTION LEVEL	<p>E4-1 Parole Success Factors Jackie Omstead & Emilie Coyle (CANADA)</p> <p>E4-2 Why Time Matters Bert Flewellen & Tamara Stubbs (USA)</p>
BALLROOM SALLE DE BAL A	<p>E5-1 A Multiagency Approach with Young Probation Clients Pia Andersson (FINLAND)</p> <p>E5-2 Supporting Successful Integration of Serious Juvenile Offenders by Assisting Desistance Processes Marie-Pierre Villeneuve (CANADA)</p>
BALLROOM SALLE DE BAL C	<p>E6-1 Supporting Indigenous Women on Probation and Parole: A Decolonizing Approach Felice Yeun, Wanda Gabriel & Pamela Gabriel-Ferland (CANADA)</p> <p>E6-2 Indigenous Offenders Reintegration Marie-Ève Zrihen (CANADA)</p>
CAPITALE CONVENTION LEVEL	<p>E7 Supervising High Risk Offenders in the District of Columbia to Improve Lives and Public Safety Yolanda Bethea, John Milan & Dr. Debra Kafami (USA)</p>



BALLROOM
SALLE DE BAL B

E8 **What Works in Reducing Re-Offending? The Development of the Model Strategies on Reducing Re-Offending**
Fumiko Akashi, UNODC Consultant (JAPAN)

6:30PM - 7:00PM

Networking and Cash Bar

7:00PM - 10:00PM

BALLROOM
SALLE DE BAL A & B

Banquet & Keynote Speakers / Conférenciers d'honneur

CORRECTIONS REFORM – TRUTH AND DARE

Howard Sapers (CANADA)

THE UPCOMING 6TH WORLD CONGRESS / LE 6^E CONGRÈS MONDIAL À VENIR

Johan Bac & Jochum Wildeman (NETHERLANDS)

SATURDAY / SAMEDI

October 1 octobre 2022

7:30AM – 8:30AM

Breakfast / Petit-déjeuner

8:30AM – 9:00AM

BALLROOM
SALLE DE BAL A & B

Welcome to Day 3

Mot de bienvenue Jour 3

9:00AM – 10:00AM

BALLROOM
SALLE DE BAL A & B

DISCUSSION

PARTNERSHIPS IN CRIMINAL JUSTICE (Presented in French and English / Présentée en français et en anglais)

Presenters / Présentateurs

Annie Devos, Director-General, Directorate-General for the Houses of Justice, Wallonia-Brussels Federation (BELGIUM)

Anne Kelly, Commissioner, Correctional Service of Canada (CANADA)

Moderator: Kirstan Gagnon, Assistant Commissioner, Communications and Engagement, with the Correctional Service of Canada

10:00AM – 10:30AM

Health Break / Pause santé

Visit our Exhibitors – Sponsors & Posters

/Visitez nos Exposants - Commanditaires et Affiches scientifiques

10:30AM - 12:00PM

F1-F7 Concurrent Sessions / Sessions concurrentes

Presenters / Présentateurs

BALLROOM
SALLE DE BAL B

F1 **Community Corrections: An Interactive Discussion on Key Features Around the World**
Ioan Durnescu (ROMANIA) & Faye S. Taxman (USA)

JOLIET/FRONTENAC
CONVENTION LEVEL

F2-1 **What Works in the Social Reintegration and Support of High-Risk Offenders**
Cliff Yumansky & Wendy VanderWal Martin, CoSA (CANADA)

F2-2 **Walking Alongside Victims and Survivors of Crime**
Celine Lee (CANADA)

F2-3 **Specialized Probation Workers with Victims**
Hans Dominicus & Tamara Küpper (BELGIUM)

BALLROOM
SALLE DE BAL A

F3-1 **La Gestion des Détenus dits « radicalisés » au-delà de l'idéologie**
(Presented in French / Présentée en français) Maria Mourani (CANADA)

F3-2 **Chess for Life, Patricia Gamliel (CANADA)**

CAPITALE
CONVENTION LEVEL

F4-1 **The 7th Step Society Peer Support Training Program**
Peter Brown, George Myette, and Steven Deveau (CANADA)

F4-2 **CSC's CORCAN Community Industries**
Kelly Hartle, Kevin Arseneault & Pierre Carmona (CANADA)

BALLROOM
SALLE DE BAL C

F5 **Risk, Risk Management Policies, and Individuals Convicted for a Sex Crime: Looking Back and Moving Forward Through the Lens of Social Science**
Patrick Lussier, Julien Frechette & Stéphanie Chouinard Thivierge (CANADA)

<p>PINNACLE PENTHOUSE LEVEL</p>	<p>F6-1 🍷 The Real Vulnerabilities of Incarceration: The Case of Young and Female Offenders in the Criminal Justice System in Ghana Shaibu Al-Hassan (GHANA)</p> <p>F6-2 🍷 The Profiles of the Girls Under the Criminal Justice System. A Case Study from an Educational Center in Romania Roxana Ungureanu (ROMANIA)</p> <p>F6-3 🍷 A Swedish View on Youths in Probation: A New Legislative Measure Maria Sventesson (SWEDEN)</p>
<p>RICHELIEU CONVENTION LEVEL</p>	<p>F7-1 🍷 Optimal Population Management Mohammad Shahabsafa, Tamás Terlaky & Anshul Sharma (USA)</p> <p>F7-2 🍷 Non-Custodial Measures: A Novel Approach to Penal Management in Nigeria Oluwarotimi Bablola & Oluwayomi Jacob Agunbiade (NIGERIA)</p> <p>F7-3 🍷 Ways to Reduce Prison Overcrowding EAD Anusha Edirisinghe & P.R. Jayasekera (SRI LANKA)</p>
<p>12:00PM – 1:00PM</p>	<p>Lunch / Diner Visit our Exhibitors – Sponsors & Posters / Visitez nos Exposants - Commanditaires et Affiches scientifiques</p>
<p>1:00PM – 2:00PM BALLROOM SALLE DE BAL A & B</p>	<p>Roundtable / Table ronde COMMUNITY CORRECTIONAL POLICIES AND PRACTICE: PAST, PRESENT & FUTURE <u>Speakers / Conférenciers</u></p> <p>1 🍷 Nearly 200 Years Working in Communities: The Story of the Dutch Probation Service Johan Bac & Erik Corten (NETHERLANDS)</p> <p>2 🍷 No one is Left Behind in Our Correctional World! Who and Why Influence the Penal Policies Transfers in Europe? Iuliana Elena Carbutaru (ROMANIA) (CEP)</p>
<p>2:00PM - 2:30PM</p>	<p>Health Break / Pause santé</p>
<p>2:30PM - 3:45PM BALLROOM SALLE DE BAL B</p>	<p>G1-G3 Concurrent Sessions / Sessions concurrentes <u>Presenters / Présentateurs</u></p> <p>G1-1 🍷 Addressing Mental Illness among People on Probation in the United States Tonya Van Deinse & Tracy Velázquez (USA)</p> <p>G1-2 🍷 National Survey on Mental Health and Probation: Findings and Implications for Mental Health Courts and Beyond” Veronica Ballard Cunningham (USA)</p>
<p>BALLROOM SALLE DE BAL C</p>	<p>G2 🍷 Operation Springboard (Canada) - Engaging Youth Online: HUB Digital Solutions Sylvie Larke (CANADA)</p>
<p>JOLIET/FRONTENAC CONVENTION LEVEL</p>	<p>G3-1 🍷 Non-Custodial Measures in the Republic of Korea IISuk Noh (KOREA)</p> <p>G3-2 🍷 How Citizen Advisory Committees Support the Reintegration of Offenders Eddy Elmer & Swayam Chandra (CANADA)</p>
<p>CAPITALE CONVENTION LEVEL</p>	<p>G4 🍷 Film Viewing / Visionnage de film: Inside Peace Michel Klamph (CANADA) & Willow Baker (USA)</p>
<p>RICHELIEU CONVENTION LEVEL</p>	<p>G5 🍷 Film Viewing / Visionnage de film: Eden House Suki Binning (ENGLAND)</p>
<p>CHAUDIERIE CONVENTION LEVEL</p>	<p>G6 🍷 Podcast / Balado: A Two-Way Street: Valuing the Role of VPOs in Raising Public Understanding of Probation Work Julia-Anne Brand & Dr. Alexander Vollbach (GERMANY)</p>

4:00PM | **Congress Closing Ceremony**
Cérémonie de clôture du congrès
BALLROOM
SALLE DE BAL A & B

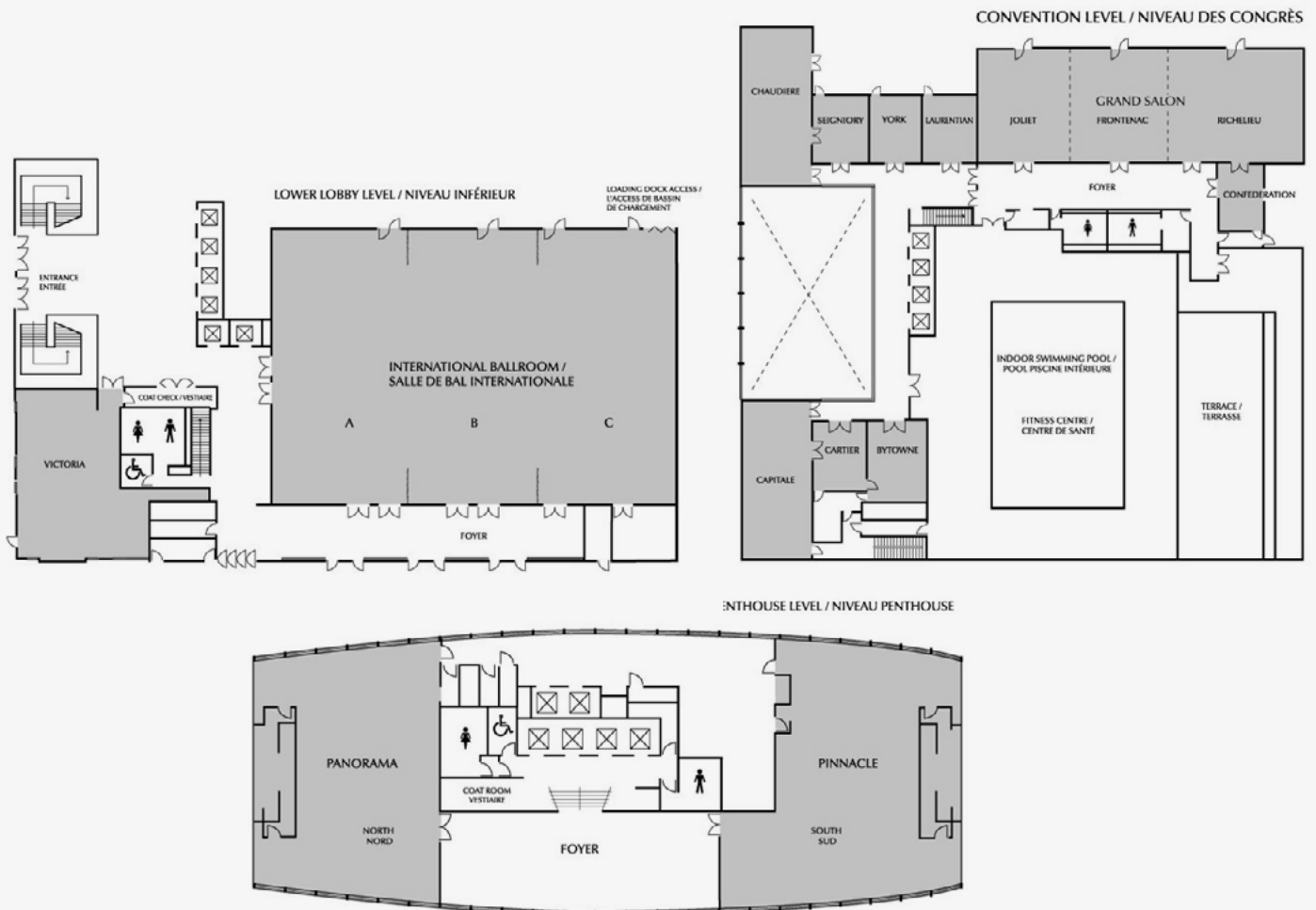
4:30PM - 7:00PM | **Special Program: To be announced on September 30th**

Poster Presentations (Open throughout Congress Breaks)
Présentations d'affiches (Ouvert pendant les pauses du Congrès)

PP1 The World's Most Remote Community Service? Partnership Working and Building Community Capacity on the British Overseas Territory Island of St Helena (South Atlantic)
Fiona Campbell & Laura Aston (UK)

PP2 Peace Education Program: An Empowering Approach to Strengthening Communities
Programme d'éducation à la paix : une approche autonomisante pour renforcer les communautés
Michel Klamph, Willow Baker & Josselin Brain

Hotel Floor Plans / Plans de l'hôtel



PRESENTATION DESCRIPTIONS DES PRÉSENTATIONS

ROUND TABLE

◀ 1. The 'Irish System' and the Origins of Parole

In 1854, Walter Crofton introduced what became known as the Irish System in the governance of Convict Prisons in Ireland and management of convicts serving penal servitude sentences. In the later stages of their sentences, convicts who had met the requisite standards of behaviour were transferred to 'Intermediate' prisons. These institutions provided pre-release education and training, tested the prisoners by way of temporary, task-centred release and provided supervision when inmates were granted full release to take up employment. This was the beginning of supervised parole. The Irish System was the model at the first American Prison Congress in Cincinnati in 1870 for the introduction of Parole and was the forerunner of the American, and many other parole systems. James Patrick Organ, a Dublin adult education teacher, was appointed as lecturer in 1855 at Smithfield and Lusk Prisons. He devised the new Intermediate system in practice. He championed new ways of providing preparatory training and testing for release and work placements in the community. In addition, James Organ personally provided individual support and supervision of the released convicts in Dublin and surrounding areas as the world's first Inspector of Released Convicts, the first Parole Officer. The Irish System, especially the Intermediate Prisons, preparation for release and post-custody supervision elements, was extremely successful and lauded internationally. This presentation provides an overview of the political and social context within which the Irish system developed and the contributions made by key players. It is timely, just after the 150th anniversary of James Organ's death, that we look back at his innovative work between 1850-1870, remember the learning and practice still relevant today and acknowledge James Organ's remarkable legacy.

▲ RETURN TO PROGRAM / RETOUR AU PROGRAMME

◀ 2. Towards a Process Theory of Reentry. Is There an Ethnic Dimension?

Literature is replete with evidence regarding the factors that influence desistance after release from prison (e.g. jobs, 'good marriage effect', turning points etc.). However, how and when these factors interact with reentry trajectories is not yet clear. This paper aims at addressing this gap by presenting some of the conclusions of an ethnographic research conducted in Romania. A number of 58 ex-prisoners released from Jilava prison were followed up for one year. Based on interviews, observations and photos it seems that the vast majority of prisoners tend to follow a five steps process in the reentry: preparation, recovery, activation, consolidation and, eventually, re-offending. This presentation will briefly present these stages with their characteristics and priorities while following the subtle line of ethnicity. Are Roma people experiencing reentry differently than the majority of Romanians? Some would say Yes. Participants are welcome to watch also the film 58 Cents produced under this research project: www.youtube.com/watch?v=8xStlQzihQU

▲ RETURN TO PROGRAM / RETOUR AU PROGRAMME

◀ 3. Value of Community Volunteers Supporting Offender Reintegration

Based on a significant key word of "No one will be left behind" of the 2030 Agenda for Sustainable Development as well as the main theme of the 5th World Congress on Probation and Parole, the value of community volunteers supporting offender reintegration is discussed in the context of the prevention of reoffending at the 14th United Nations Congress on Crime Prevention and Criminal Justice (Kyoto Congress), which takes place in Kyoto, Japan in March 2021. Moreover, the World Congress for Community Volunteers Supporting Offender Reintegration, which is held as a side event of the Kyoto Congress, adopts the Kyoto Declaration on Community Volunteers Supporting Offender Reintegration emphasizing the effectiveness of the utilization of community volunteers into offender reintegration. As a result, the discussions about the community volunteers is reflected in the political declaration of the Kyoto Congress. Based on the discussions during the Kyoto Congress, the value of community volunteers should be recognized more universally in order to facilitate effective offender reintegration policies.

▲ RETURN TO PROGRAM / RETOUR AU PROGRAMME

◀ 4. Changing Landscapes: The Use of Probation and Parole in the United States

While probation and parole in the United States has been around for over a 100 years, the purpose of community supervision has shifted over those years. Once seen as an option for people who could self-correct, during the last part of the 20th century probation and parole became more of a nail 'em, trail 'em, and jail 'em system. Since the turn of the century, many community supervision departments have shifted their practices to include change-oriented interventions, yet the infrastructure that was designed during the "tough on crime" era remains intact. To have the greatest impact, US probation and parole agencies will need to align their agency structure with the adoption of core correctional practices, creating departments that are truly designed for behavioral change and community safety.

▲ RETURN TO PROGRAM / RETOUR AU PROGRAMME

◀ A1-1: French State of Play: Strategies, Challenges and Limits

Defining a policy without excluding anyone first requires the identification of the target group. Yet, a minority group is not only defined by physical features. It is also defined by the assessment work which is the core expertise of the probation service. Criminal justice in France has recently decided to make this subject play a major role in the decision making when it comes to sentencing and planning supervision through incentive judicial authority provisions, based on substantiated information on the personality of the accused, taking into account his needs in the choice of sentence. The notion to take into account the needs of the offender is now also found in the criteria for non-custodial measures. Previously it was solely based on the notion of a release plan, which often was limited to providing accommodation and a promise of employment. Once those needs are identified, comprehensive care includes two aspects: firstly, to make sure the offender benefits from general policies common to the entire penal population and next, to register them on specific and tailored policies related to the particular problems of the target group. Our presentation will reflect on how France tackles "the no one left behind issue" with the application of the general policy to a target group. The purpose is not intended to erase these specificities but to give the inmates the fundamentals, building blocks, facilitating the return into the community. It is just as much a global approach

through the probation service with a community capacity, in collective or individual support, as in the implementation of public policies. This work really enables the prison administration to be able to provide benefits as many people as possible through general public policies, including target groups. We will be looking at in particular at the policy of equality between women and men, which has for example made it possible to implement a measure to provide free menstrual protection. We will also discuss the fight against poverty, which has made it possible to implement new measures in favor of prisoners with limited/without any financial resources. However, the main obstacles identified to the implementation of globalizing methods revolves around the gendered nature of detention, through its architecture, security, what the staff thinks about these target groups. Regarding specific care, our presentation will highlight supervision based on the type of offense (sexual offender), related to the specificities of the penal public (illiterate, women, transgender ...) or geographic specificity (Indigenous offenders with customary law). We will show that they address different aspects as much in terms of detention management as of supervision by the probation services and with a sustained partnership. Our conclusion will raise questions about the obstacles that such specific support may in itself constitute when returning to the community. (e.g. stigmatization of inmates leaving a prison for sexual offenders).

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◀ A1-2: Safety as a Product: A New Narrative for Probation and Public Acceptance of and Inclusion of Offenders

Traditionally advocacy for probation has been built on notions as humanization in criminal punishment, fairer justice, and smarter sanctioning. They form the basis for justifying that probation should play an important or even leading role in the criminal justice chain. Still, probation services all around the world find it difficult to bring this message across, notably with the general public. As a part of a technical assistance project between the Netherlands and Serbia, a Latvian probation expert drafted a new narrative for probation, by lending his ears to the marketing sector. The narrative, which is soon to be tested in the Serbian city of Pancevo, is the result of opening up to different views, building bridges across cultures and eagerness for innovation. Jochum Wildeman, head of the International Office, together with Imants Mozers, Head of PR of the State Probation Service of Latvia and Koen Goei, Programme Manager for Probation of the Netherlands Helsinki Committee would like to present this new, thought-provoking narrative in order to discuss the need for different narratives for furthering public relations.

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◀ A1-2: Probation Works for Community Safety Probation Service, Ireland

The Probation Service in Ireland is an agency of the Department of Justice, working to achieve a reduction in crime through offender rehabilitation. Our goal is to create safer and more inclusive communities through the delivery of supervised community sanctions and measures. Acknowledging that we cannot achieve this alone, we work with a number criminal justice partners, the community and voluntary sector in achieving our aims. The presentation will focus on:

- Overview of the structure and work of the Probation Service in Ireland
- Our approach to probation practice
- The importance of a collaborative cross-agency approach

- The role of the voluntary and community sector in supporting Probation Service work
- Effectiveness in probation practice and finally
- Current Priorities

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◀ A2: Care and Management of Gender Diverse Offenders; Profile of Federal Offenders in Canada with Self-Identified Gender Considerations; and Offenders with Gender Considerations; Operational Challenges and Knowledge Gaps

Offenders with gender considerations – Operational challenges and knowledge gaps. The 2017 implementation of the Correctional Service of Canada's interim policy for offenders with gender considerations presented a number of challenges as well as identified gaps in the correctional evidence-base related to the management of, and intervention with, these offenders. This presentation will discuss practical operational issues related to the management of transgender, non-binary and gender fluid individuals in binary correctional systems including a discussion of topics such as classification and assessment, penitentiary placements, transfers, and programs/interventions as well as note key knowledge gaps that could benefit from further research.

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◀ A3-1: The Meaning and Perspective of Offenders Rehabilitation Facility in Japan

There are 103 offenders rehabilitation facilities in Japan. These facilities have played an important role for mainly the released ex-offenders without residential space by providing treatment, service and support from before. Recently, with the passage of time, these facilities are also targeted at offenders with various problems and needs. For example, stimulant drug offenders, elderly offenders, disabled offenders and so on. The aim of this presentation is to show the meaning and perspective of these facilities in the light of their developments. Now, these facilities are on the verge of stage which is needed new function toward the realization of "no one will be left behind" society. This objective was suggested in the expert committee about offender rehabilitation (2019). I will discuss what these facilities should be from a viewpoint of the improvement of treatment and support and the network-based facility in community.

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◀ A3-2: Probation and Mediation Under the Roof of One Organization. How Does it Work?

The presentation will explain the method of origin of the Probation and Mediation Service in the Czech Republic in the 1990s and introduce the organization of work, which from the very beginning is based on the principle of restorative justice. It will be described how the restorative approach is used in probation and how mediation in criminal matters is applied in practice. Also will be introduced the procedures by which the Probation and Mediation Service brings the concept of RJ to the professional and lay public, how it communicates in this area within and outside the organization, as well as the obstacles that the Service overcomes in its activities or the importance of interdepartmental cooperation.

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◀ A3-3: When One Plus One is More Than Two? Building Partnerships and Facilitating Community Involvement in the Probation Work in Latvia

Cooperation and community involvement have been recognized as an important element of probation work since the establishment of the State Probation Service of Latvia in 2003. However, the practice of interinstitutional cooperation and the development of various partnerships have developed rapidly over the last decade. The presentation will look at the key elements of probation practice developed and facilitated over the last decade in Latvia. These practices are: inter-institutional cooperation models, including cooperation with victim support organizations; involvement of volunteers in Circles of Support and Accountability (COSA) and involvement of volunteer mentors in monitoring and supporting probation clients, cooperation and support to NGOs providing assistance for ex-prisoners. The presentation will look at the challenges of this work and the directions and models of future work, the creation and maintenance of a support system for partnership and cooperation.

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◀ A4-1: Improving Risk Assessment and Protective Factors in Relationship with Ethnic Diversity in the Romanian Probation System

Considering the latest trends of offender management in the community, specific objectives, such as public protection, reducing recidivism and social rehabilitation of offenders, guide current ideologies of probation services around the world, also in Romania. Taking into account these concerns, and also the shift towards a managerial and administrative approach taken by the new rehabilitation model (Robinson & Raynor, 2008), risk assessment and risk management became central activities of the Romanian probation system. In assessing criminogenic risk and needs, probation services in Romania use a tool developed in collaboration with the Correctional Service of Canada: Risk and Needs Assessment Scale (SERN) (Motiuk, 2018). The identification of risk factors and protective factors, in the context of ethnic diversity (Bertrand & Winterdyk, 2013), are also important objectives for probation counselors in Romania. In our study, we explore the particularities regarding education and employment, mainly as needs, but also as protective factors, in the main ethnic communities of Romania: Romanian, Hungarian, Roma and other relevant ones. All the participants in the study are registered in the Romanian probation services, and are separated into three groups: conditionally released (adults), released from an educational or detention center (minors) and replaced from an educational or detention center to a non-custodial educational measure (minors). The present research aims to have a longitudinal design, by measuring and assessing risk and protective factors in two successive moments: when the participants enter probation records, followed by a reassessment one year later. Risk and protective factors, in relation to ethnicity, are approached, with sensitivity, from two perspectives: a) the probation institution discovers its own need to understand ethnic specificities in order to assess and manage risk; b) ethnic groups, registered in the probation services, can be supported and valued through an accurate assessment and approach of their needs and protective factors. Regarding sensitive ethnic data, the Romanian probation institution intends both to capitalize on the opportunities marked in fundamental European strategies, and to assimilate the regulations for data collection and analysis in the field of ethnicity (Farkas, 2017).

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◀ A4-2: The Community Supervision Experiences of Justice-Involved Persons Belonging to Ethnocultural Groups

The Correctional Service of Canada (CSC) has an ethnoculturally diverse offender population. Examining the community supervision experiences of justice-involved persons from various ethnocultural groups is critical to identifying potential sources of systemic discrimination in community correctional practices. This presentation provides baseline data on key indicators of the community supervision experience of individuals from various ethnocultural backgrounds serving federal sentences with CSC. Results demonstrate differences across groups in discretionary release rates, residency conditions, community employment, program participation and release outcomes. Overall, more in-depth research is necessary in many areas to ensure equitable treatment and community supervision experiences for all.

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◀ A5: Parole Board of Canada and Correctional Service of Canada- Strengthening Partnerships in Federal Victim Services in Canada

This workshop will provide an overview of the Parole Board of Canada (PBC) and Correctional Service of Canada's (CSC) ongoing partnership in providing streamlined and trauma-informed services to victims of federal offenders. It will also include an outline of community outreach and engagement, including restorative justice opportunities that inform and support PBC and CSC in responding to the needs of victims. Opportunities for enhanced partnerships with courts and provincial/territorial victim services to bridge possible gaps in services will be highlighted as a future area for improvement.

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◀ A6-1: Getting Out. Staying Out: Capacity Building from the Ground Up

In prison, hope is a difficult thing to come by. This is especially true in the case of those who want to obtain parole but are witness only to those who return to prison as the result of a revocation or new charge. To help rectify this lacuna, in 2009, a small, plain language booklet, based on research with successful ex-prisoners, was published and began to be circulated in prisons across Canada. Getting Out Staying Out: Words of Wisdom from Former Long-Term Prisoners (GOSO)* provides current prisoners and parolees with information from their peers on the challenges they may face in getting out of prison, being on parole and in the years after warrant expiry. Most importantly, GOSO presents strategies that formerly incarcerated people have used to succeed. After receiving this booklet, prisoners requested related workshops on GETTING OUT (how to prepare for and obtain parole) and STAYING OUT (what to expect during day parole and the challenges of resettlement while on full parole and beyond) and the presenters have delivered these sessions to federally-sentenced individuals across the country. With the support of community partners, this booklet has been freely distributed to thousands of prisoners and parolees across Canada and, now in its fourth edition, it has been revised regularly based on the questions of prisoners attending the workshops. The GOSO project highlights the importance of parole interventions rooted in the lived-experience of the carceral subject and how this approach can improve the chance of successful reintegration. In this workshop, participants will be introduced to the goals of the GOSO project and the logistics involved in making it a reality. Attendees will participate in a mini-version of the GETTING OUT workshop that is delivered to prisoners in maximum, medium and minimum security institutions. Throughout the workshop, the

presenters will indicate how it can be modified to best meet the needs of specific groups (e.g. life-sentenced individuals, high-profile offenders, those starting a sentence and those currently eligible for parole, BIPOC prisoners and older prisoners/parolees). They will also be given an overview of the STAYING OUT workshops which focus on the process of re-entry and resettlement. Following the mini-workshop, participants will have the opportunity to discuss the GOSO project. Topics may include the significance of the primary partnership with those most impacted by the parole system; the importance of partnerships with NGOs; the critical role of peer-to-peer support in capacity building; and the ways in which prison in-reach and out-reach efforts enhance parole success.

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◀ A6-2: A Personal Account of Life Spent In and Out of Prison

This 90 minute session will be based on my time spent in and out of prison for 22 years and the seeds that were planted along the way. I will speak of what worked, what didn't work and share of how I broke many cycles to become a productive and thriving member of society, giving back and educating communities, leaving no one behind. Not many members of the public have knowledge on the person behind the FPS number and many have been left behind and have relied on TV, gossip and media outlets to gain knowledge of "criminals". Nothing changes if nothing changes, especially if the public is unaware of how people are cycling through the prison system, being left behind to return to the revolving door. The workshop will begin with the background on my time spent in prison beginning as a youth and adult while going into the seeds that were planted along the way. (Go Ahead and Shoot Me - Doug Heckbert) Certain events will be outlined to bring awareness as to how the public has been left behind, how as we use our voice there is more awareness and in essence work in solving the issues. The workshop will focus on what worked, what steps I took to break through barriers and how I use it to educate others on the impact those seeds had and what they grew into. In closing, the participants in the workshop will be asked the question: What seeds are you planting? If time permits, it would be beneficial to have Doug Heckbert join in and speak of his experience in parole and probation as well as speak about his book. Then be open to questions before they describe the seeds they have been and will plant.

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◀ A7-1: Georgia's Innovative Device for Providing Electronic Control and Services to Probationers

PROBBOX is an innovative device providing electronic control and services to probationers, created by the National Agency for Crime Prevention, Execution of Non-Custodial Sentences and Probation of the Ministry of Justice of Georgia. For the first time in Europe, control of probationers and provision of their services, along with probation bureaus, has become possible in the premises of other organizations. With PROBBOX, Georgia has embarked on a large-scale reform of the probation system, the necessity of which was caused by two key factors: discomfort of convicts from identification as a probationer during their obligatory visit to probation bureaus and the lack of probation bureau offices in certain municipal locations. With 7 PROBBOX currently devices installed in the public service halls, community centers and municipal buildings of Georgia and 250 scheduled to be installed by 2030, the Agency ensures increased anonymity for probationers and enhances geographical area of their control an services in the country.

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◀ A7-2: Georgia's New Software for Risks and Needs Assessment

In November 2021, Georgia introduced Risks and Needs Assessment Software, in order to support the rehabilitation-resocialization process of probationers. The software determines the probability of recidivism of a crime and the level of possible damage, by automatically generating indicators based on the processed information. It indicates the need for additional specialist involvement in the rehabilitation process and provides information on its progress and results. The software ensures the safe storage of information and the capability to observe changes in risk indicators. It also allows for administrative oversight during the case management process, at the assessment stage.

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◀ A7-3: Georgia's Comprehensive Approach to Resocialization and Rehabilitation Process

In 2021, the National Agency for Crime Prevention, Execution of Non-Custodial Sentences and Probation started implementing a comprehensive approach to support the resocialization and rehabilitation process of around 20.000 probationers, which envisages wider engagement and coordination between public, non-governmental and business organizations of Georgia. Along establishing its new rehabilitation programs, the Agency developed strong cooperation with the Employment Agency, Ministry of Agricultural, municipalities and NGOs, ensuring proper training and employment opportunities for probationers. The Agency has also actively engaged private business companies, who under public responsibilities, now direct their capabilities to help probationers and their families overcome social challenges.

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◀ B1: Building Service & Community Capacity-Learning from International Experience

Workshop presenters will introduce and lead an interactive discussion on a 3 year research project into building effective community-based (probation/ parole/ community corrections) provision.

Focussed initially on five European countries which have introduced, expanded or greatly strengthened community-based services since the millennium, the project's research respondents include service leaders, judicial and community stakeholders, politicians, donor and supra-national organisations, and consultants involved in policy exchange / capacity building. Initial enquiry was supplemented by an extensive literature review and by insights from the presenters' broad experience of capacity building in other jurisdictions in Europe and around the world.

Following a short introduction to the research project's rationale (which includes that despite concerted effort to expand community "alternatives", they remain under-developed or underused in many of the world's regions whilst prison populations expand, and that there is a lack of research and understanding of good practices in capacity building), and a synopsis of project methodology, the presenters will engage workshop participants actively in exploring (and further refining!) the project's findings and recommendations for effective international building of community-based provision in all regions of the world. Areas offered and explored in detail through workshop exercises and discussion will include-

1. A "capacity building model" (a framework or "language" elaborated and tested during the project) to support creation of new services, and strengthen more recently formed, and established, services at a global level.
2. Drawing on the "language" offered by the model, discussion of

critical elements in building and sustaining successful probation organisations, including attention to –
WHY? Rationale and benefits of community provision (clarifying the “Why” of probation work and successful exchange)
WHO? Involving stakeholders from the outset (politicians, probation leaders, judiciary, partnerships, the public, media, donors, providers, international experts, and more (the “Who” of probation work and its effective exchange)
WHAT? The four “Domains” of probation work (these represent the core services offered - the “What” of our work: Pre-trial/pre-sentence, Community Orders/non-implemented custodial sentences, Pre-release, Post-release)
HOW? Four “Enablers” of probation work (the “How” our work is enabled and delivered)

- Leadership and communications
- Strong organisation (including infrastructure, sufficient staff, training)
- Evidence and practice (research and stakeholder informed methods/practices to address and work effectively with diverse service users)
- Partnerships and Community (engaging, involving, and meeting needs)

3. The crucial role of national, regional and international “context”, including such factors as national political disposition, penal tradition, resources, influence of supra-national bodies and guidelines (for example the “Tokyo Rules”), donor and provider organisations and their experts’ dispositions and skills (both technical and “soft”), and exchange bodies such as the World Congress on Probation and Parole.

The presenters will draw these and other research findings and ideas together, identifying promising practices (and steps to avoid!) in international exchange and capacity building throughout a project’s lifespan. The value and complexity of capacity building suggests a much stronger pre-project focus on assessment, planning and mutual expectations, a partnership approach to project delivery, and learning more systematically from experience. Taking these and other findings, the presenters will also offer recommendations to further develop and strengthen community-based provision and capacity building, ranging from national legislative provision and a stronger focus on “community” (on which the presenters will place special focus during the workshop), to actions at state level, and to a more robust and powerful emphasis on international policy and practice exchange, learning, communication and collaboration in support of community-based capacity building globally. The presenters hope that this interactive workshop will assist in further developing and refining strategies and supporting mechanisms for international action!

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◀ B2: (APAI) – Professional Collaboration: A Success Story for Discretionary Parole

This workshop will highlight recent developments in parole for youth, elderly, and long-term offenders implemented as a direct result of professional training, networking, and collaboration facilitated by the Association of Paroling Authorities International (APAI). APAI is a global association dedicated to public safety and offender reentry through professional training and evidence-based research for paroling authorities around the world in collaboration with government, academic, and community partners. The presentation will highlight successful partnerships resulting in improved community outcomes with examples such as the implementation of structured decision-making to promote risk-based decisions in Canada and 10 states in the USA.

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◀ B3: Implementation, Fast & Slow: The Tale of Evidence-Based Practices in Two Agencies

At the heart of evidence-based practices (EBP) in probation and parole is the challenge of implementation. Some 30 years after the first articles that introduced the Risk/Need/Responsivity (R/N/R) model and more than 15 years after the publication of the first EBP briefs by the US National Institute of Corrections (NIC), probation and parole agencies across the US continue to struggle to successfully implement EBP. There are many good reasons for this struggle, including lack of knowledge about implementation, lack of capability and of course, lack of resources. One greatly under-appreciated and poorly understood aspect of EBP implementation is that of time. How long is implementation going to take? Adequate time is essential to successful implementation. This workshop will explore this issue by examining the experiences of two US agencies - the Nebraska Board of Parole and the United States Probation and Pretrial Services Office for the District of North Dakota. Nebraska Parole implemented their EBP model in less than four years while the North Dakota Federal Probation took more than a decade. What are the reasons for the great differences in the time required? Both agencies are relatively small and service large, predominately rural states. The presenters will describe their experiences, what worked well and what didn’t and will explore the time aspect: why so fast (relatively) in Nebraska and why so much longer in North Dakota. Lessons learned from both agencies will be explored. Attendees will have the opportunity to ask questions and participate in discussion.

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◀ B4: Film: Inside Peace

Inside Peace is a documentary by Studio View Productions focusing on four men incarcerated at the maximum-security Dominguez State Jail in San Antonio, Texas. The men embark on a journey of self-discovery. They attend a peace class and begin the struggle to discover their humanity and rebuild their lives from the inside out. The film demonstrates the challenges and opportunities among the group of inmates in the harsh conditions of a Texas jail. Their lives reflect the international commonalities of people caught in a cycle of crime and punishment. The film focuses on these four men whose lives are marked by generations of violence, addiction and poor social conditions. Inside Peace is a window into the hearts and minds of these men who choose to break this life-long cycle and look for a way forward beyond prison. These individuals grew up in neighborhoods with the same layers of deprivation that produce many incarcerated men and women, with a lack of education, poverty, joblessness, unstable family lives and a reliance on crime to survive. Once released from jail they face the world on the outside filled with conflict, rejection and hostility. Running into familiar roadblocks at every turn, they fight the same temptations that led them to failure and jail in the first place. Ultimately, they find success by changing their belief systems that have negated their value as human beings all their lives. They now have a stronger chance of moving forward towards better lives in their community capacity with sustaining partnerships that support their successful reintegration.

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◀ B5: Film: Eden House

A short film introducing Eden House, the journey of designing a service that meets complex needs. The video will capture the design principles including physical safety, behavioural change programmes, staffing/professional services to multi agency working. Where possible our aim is to include input from the residents. Video

will be followed by Q&A hosted by 2 colleagues who recognised the need for resettlement services for women leaving custody.

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◀ **B6: Podcast / Balado: A Two-Way Street: Valuing the Role of VPOs in Raising Public Understanding of Probation Work**

Practitioner-presented examples of how Volunteer Probation Officer (VPO) initiatives integrate community engagement into core probation work and evolve community attitudes to offenders. Practitioners from Germany, Portugal, Japan and the UK cover standardized training for volunteer coordinators developed by multi-agency stakeholders; a new volunteer training initiative using social media and online training; valuing VPOs in Japan raises awareness of former prisoners' needs. Our final discussion explores the importance of research to encourage evidence-based best practice.

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◀ **C1: Diversity, Gender & Parole Decision Making in Canada**

This workshop will provide an overview of the Parole Board of Canada's (PBC) trauma-informed and culturally adapted hearing processes, and consideration of systemic and background factors in parole decision-making. It will also include an overview of the ongoing partnerships and community engagement that continue to guide the PBC's responsiveness to the needs of diverse groups of offenders. In addition, next steps for improving experience and outcomes for Indigenous, Black, and other racialized offenders will be explored.

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◀ **C2-1: Elderly people in Conflict with the Law (OPCL): The Challenges Upon Returning to the Community**

With the use of key concepts borrowed from social gerontology and critical criminology, the presentation will draw attention to the challenges faced by Older people in conflict with the law (OPCL) as they return into the community. After 20 years of implementing various programs and residential services specifically designed for EPCL, the presenters will underline the importance of having an intervention strategy specifically designed to help those individuals. Importantly, an intervention strategy which considers the lived realities of being both an older adult and a justice-involved citizen.

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◀ **C2-2: Correctional Service of Canada (Canada)- Addressing the Needs of Older Persons in Custody**

While the general population in Correctional Service Canada (CSC) remains relatively young, 25% of CSC's population is age 50 and older, with 5% of this group being age 65+. This presentation will provide an overview of how CSC Health Services is responding to the needs of its older population including its strategic approach as outlined in, 'Promoting Wellness and Independence, Older Persons in Custody, 2018'. Related initiatives including the development of a Corrections-specific clinical assessment tool as well as CSC's updated guidance on palliative and end of life care and the importance of building community partnerships will be shared.

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◀ **C3-1: Training, Implementing, and Evaluating Evidence-based Practice for Community Supervision**

The Strategic Training Initiative in Community Supervision (STICS) is an evidence-based model of community supervision. STICS helps probation officers better apply the principles of effective intervention in their everyday work with the result of increased professional satisfaction and reduced recidivism among their clients. The workshop will describe STICS, its implementation in the Canadian province of British Columbia, and the evaluation of this implementation. Participants will learn: a) how STICS was developed based on the Risk-Need-Responsivity model of offender rehabilitation, b) the training model itself, and c) how small experimental evaluations of STICS led to a successful large-scale implementation. The workshop will have three components of 20 minutes each followed by questions and discussion. Participant involvement will be encouraged through classroom exercises, video demonstration, and role plays.

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◀ **C3-2: Defining the Value of Volunteers in Corrections with Correctional Service of Canada**

Thousands of citizens volunteer in corrections and prisons around the world, with over 4,000 in Canada alone. While there is global recognition that they play a meaningful role in rehabilitation and reintegration of offenders back into the community, there is little supporting evidence supporting the benefits. There is an opportunity to engage and collaborative with other countries to define the value of volunteerism in corrections, track and learn from best practices, and identify indicators for success. We would like to develop this workshop to discuss a set of global reporting measures to better demonstrate the value, outcomes and results of volunteering.

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KEYNOTE

◀ **1. Probation & Mental Health**

Levels of mental illness amongst prisoners are high, but little is known about the situation of those serving community sentences. More information is needed at a time when the UK Department of Health is seeking to improve mental health service access for all offenders. To estimate the prevalence of both current and lifetime mental illness, an epidemiological survey was conducted on individuals under probation supervision in Lincolnshire, England. Assessment included the Mini International Neuropsychiatric Inventory and other measures of mental health. We estimate that around 39% of individuals in this probation population are suffering from current mental illnesses, anxiety disorders being the most common. Furthermore, around 60% have substance abuse problems and around 48% have personality disorders. Lifetime mental illness, co-morbidity and dual diagnosis were also found to be high. In common with other groups of offenders, the prevalence of mental health problems in those serving community sentences is high.

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◀ **2. Supporting Mental Health Within Canada's Criminal Justice System**

The Mental Health Commission of Canada is committed to supporting the mental health needs of individuals who come into contact with Canada's criminal justice system, most recently with the development of a National Action Plan on mental health and criminal justice. The plan will seek to support the mental health and well-being of those who interact with the criminal justice system by enabling societal and systemic change. This session includes an

overview of plans to inform the National Action Plan, as well as an opportunity to provide input.

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◀ **D1-1: Not Criminally Responsible Misconceptions and the Path Forward**

Not criminally responsible on account of mental disorder (NCRMD) is an often misunderstood designation within the Canadian criminal justice system. With further research, misconceptions can be more fully appreciated. We explore how NCRMD is applied in modern-day justice, look at the successes and short-comings of NCRMD, explore the criminological perspectives that encapsulate NCRMD, and public perception and education around NCRMD. The mixed-methodology informing this discussion includes literature review (peer-reviewed, publications, media, case studies, expert discussions) of NCRMD, societal shifts, perceptions, and mental health in justice. The presentation discusses misconceptions surrounding NCRMD, encouraging broader studies on the structure of NCRMD.

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◀ **D1-2: The Meaning of Life for Those Convicted of Second Degree Murder: Time in Prison before Parole**

Canada's murder sentencing regime has been in effect since 1976 and yet very little data has examined what these sentences actually mean for those convicted. Our research begins to fill this gap by examining the meaning of a life sentence for those convicted of second-degree murder in Canada. Using data provided by the Correctional Investigator, we examine both the parole ineligibility periods imposed by sentencing judges and how long people are serving before a grant of full parole over time from 1977 to 2020. We found statistically significant increases in both judicial parole ineligibility periods and in how long people are serving beyond their first full parole eligibility date. We also found that Indigenous persons are more likely to serve longer periods of time past their parole ineligibility date. We conclude that, at every point in the process, sentencing for murder has become increasingly harsh over time with no obvious public safety rationale for this increase.

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◀ **D2-1: Treatment of Offenders with Mental Health Problems in Japan**

In 2005, the Act on Medical Care and Treatment for Persons Who Have Caused Serious Cases under the Condition of Insanity became effective in Japan. According to the act, medical treatment and supervision of offenders with mental health disorders was implemented at probation offices across the country. As of the end of 2019, the total number of clients under this treatment scheme was 2,942, and there were 15 serious cases (0.51%) of reoffending that occurred during supervision. Since this scheme was introduced in Japanese probation offices, skilled personnel with more than 8 years of professional work experience in social work or mental health have been appointed, and they brought new skills of case management into the offender treatment field, which mainly focuses on medical treatment and care support. Although the nature of this scheme is distinguished from probation or parole supervision of offenders with criminal responsibility, there are still common grounds with these community supervision practices, such as the importance of a community-based approach, risk-and-need assessment, multi-agency and multi-disciplinary collaboration, and so on. This presentation will provide an overview of the medical treatment and supervision of offenders with mental health disorders in Japan and the key elements of effectiveness of the scheme as demonstrated

through a case study which are commonly useful for offender treatment and rehabilitation in general.

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◀ **D2-2: Building Community Capacity for Justice-Involved Individuals with Mental Health Treatment Needs**

The International Association for Correctional and Forensic Psychology began to focus on community corrections as one of its priorities in 2020. The goal in the first phase was to advance research and support for effective mental health service delivery systems in community corrections worldwide. The IACFP invested in a team, including research assistants from the U.S., Canada, Scotland and Belgium, to conduct this work over a period of one year. A final report is being issued in 2022, prior to the 5th World Congress on Probation and Parole. This project involved an internet review of 29 community corrections systems. Eighteen countries, including twenty-three jurisdictions of service, were ultimately invited to complete on-line surveys and participate in individual interviews, including policy makers, probation and parole officers, treatment providers, and justice-involved individuals. The final report outlines recommendations in the following areas: the complex nature of mental health; best practices; and culture, community and collaboration. The workshop will summarize the findings included in the report, highlight specific practices that best overcame the challenges of serving justice-involved individuals with mental health treatment needs in the community, and engage the participants in a discussion of the “calls to action” in the report.

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◀ **D3-1: Supervision Around the World**

When building community capacity, of utmost importance is understanding what types of supervision programs and services enhance client outcomes. This is true regardless of location or culture or population. However, there is currently no database or single point of reference that provides information of what models have worked in different areas. The Supervision Around the World (SAW) Project is tackling that endeavor. In a unique partnership, the American Probation and Parole Association (APPA) and Community Supervision Solutions (CSS) are working together to chart supervision practices from every country in the world. Of 195 total countries many offer community supervision and some do not, but no single database provides these details. The SAW Project will identify countries offering supervision services, document current practices, build relationships with key administrators, and create an interactive internet repository for gleaned program information. Global community corrections colleagues will meet virtually to share new and unique ideas that expand our collective knowledge base. SAW Project objectives include learning how different types of supervision programs are built, operated, and measured all over the world, while creating valuable relationships that support and enhance our ongoing collaborative efforts. Sharing best practices leads to improved outcomes and results in enhanced public safety. There is no need to continue recreating this wheel. Resources can instead be used to support collaborative efforts focused toward expanded startups, enhanced programming, and more successful outcomes. As time allows, information will be shared (guest speakers are being invited) about unique programming from around the world such as: Volunteer Probation Officer Program – Japan; Centralized Community Support Model – Algiers; Restorative Justice of Halden Prison – Norway.

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◀ **D3-2: Non-discriminatory alternatives to imprisonment – lessons from Europe**

In this session, findings from a new pioneering study on the use and implementation of non-custodial sanctions across 22 European countries will help identify points of consideration and guide a discussion on a critical criminal justice challenge: how to achieve equity and non-discrimination in delivering community-based sanctions. Led by Penal Reform International and the University of Coimbra's Institute for Legal Research of the Faculty of Law, participants will delve into the issues in ensuring people serving probation from marginalised and/or minority communities are 'not left behind'. Participants will hear findings and analysis on what happened during the pandemic and practical examples of non-discriminatory community-based sanctions, including an ongoing pilot project in Portugal through which the probation service and multi-disciplinary mental health teams work together to offer needed support for individuals serving a sentence under probation supervision.

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◀ **D4-1: Risk Factors for Suicide in a Probation Population**

Suicide is worryingly high in probation in the UK, is far higher than in the general population and even higher than in prison. The London probation service has run an in-house mental health service for those serving probation order who screen positive for a mental health problem using the Kessler 6. Then were then offered psychological therapy over a course of up to 12 sessions. In the first reported study (Fowler et al, 2019) which examined outcomes from this intervention 75 completed treatment. In our study on suicide, 280 completed treatment and they fell into one of three groups: those currently thinking about suicide, those who had attempted suicide in the past and those who were not suicidal. Differences in the three groups will be presented. It will be argued that these differences delineate those at risk of suicide in a probation population.

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◀ **D4-2: Managing Loneliness Among Offenders Re-Entering their Communities**

Offenders re-entering the community often experience chronic loneliness. This is problematic as unresolved loneliness can impair motivation, self-esteem, emotional regulation, trust, and support-seeking—all essential ingredients for successful reintegration. Yet chronic loneliness is often difficult to resolve. Drawing on a cognitive-behavioral model, this presentation will show how loneliness can self-perpetuate by paradoxically increasing social distance and behaviour that reduces the effectiveness of programming and community support. The presentation will also review various interventions as well as offer suggestions for correctional staff on how to spot loneliness and offer support in a manner that does not exacerbate the shame and stigma that can accompany loneliness.

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◀ **D4-3: Penal Organization Behaviour: What are the pros and cons' of bureaucracy and adhocacy?**

Michael will present a model about key dimensions of the community correctional workplace in context of procedural justice principles and social determinants of health. Based on my work as a probation and parole officer, I offer an ethnomethodology of subjective experience to assess 'what is criminogenic?'. I deliver a way of building community capacity for public safety organizations through a governance of

reciprocity favouring qualitative outcomes. I conclude on a design for efficacious policy/practice concerned primarily with occupational wellbeing for staff focused on narratives of criminal desistance.

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◀ **D5-1: Methodology to Engage Civil Society Organizations in the CJS**

The publication will focus on presenting a methodology to engage civil society organisations in the reintegration process of (ex) offenders. The aim of the methodology is to support the inter-agency needed to promote the active engagement of citizens, civil society and social partners in the social inclusion of people that commit crimes, ensuring that we all play our role as key guarantors of a common European culture of rule of law, common values, democracy, freedom, security and prosperity. The methodology was piloted in different EU countries, and the pilots' results have shown that if properly performed as indicated, the final methodology can be successful. For instance, in Portugal, three methodologies of community engagement were designed and tested by the probation staff, each one adapted to the concrete needs and realities of the three different areas of the country. During the Workshop we intend to present the MOBi experience and to explain to the participants how they can replicate the methodology. In order to motivate society and community's participation in the (ex) offenders reintegration path, we will invite Workshop participants to experience the methodology themselves and create their own pathway for CSO engagement.

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◀ **D5-2: "Go Ahead and Shoot Me" Realities of how Public is left out of realities of Probation and Criminal Justice Processes**

A discussion about how the public is often left out/wrong about realities of probation and other criminal justice processes.

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◀ **D6-1: LEAP: Programming for the Brain-Injured Impacted by the CJS**

In prison, hope is a difficult thing to come by. This is especially true in the case of those who want to obtain parole but are witness only to those who return to prison as the result of a revocation or new charge. To help rectify this lacuna, in 2009, a small, plain language booklet, based on research with successful ex-prisoners, was published and began to be circulated in prisons across Canada. Getting Out Staying Out: Words of Wisdom from Former Long-Term Prisoners (GOSO)* provides current prisoners and parolees with information from their peers on the challenges they may face in getting out of prison, being on parole and in the years after warrant expiry. Most importantly, GOSO presents strategies that formerly incarcerated people have used to succeed. After receiving this booklet, prisoners requested related workshops on GETTING OUT (how to prepare for and obtain parole) and STAYING OUT (what to expect during day parole and the challenges of resettlement while on full parole and beyond) and the presenters have delivered these sessions to federally-sentenced individuals across the country. With the support of community partners, this booklet has been freely distributed to thousands of prisoners and parolees across Canada and, now in its fourth edition, it has been revised regularly based on the questions of prisoners attending the workshops. The GOSO project highlights the importance of parole interventions rooted in the lived-experience of the carceral subject and how this approach can improve the chance of successful reintegration. In this workshop, participants will be introduced to the goals of the GOSO project and

the logistics involved in making it a reality. Attendees will participate in a mini-version of the GETTING OUT workshop that is delivered to prisoners in maximum, medium and minimum security institutions. Throughout the workshop, the presenters will indicate how it can be modified to best meet the needs of specific groups (e.g. life-sentenced individuals, high-profile offenders, those starting a sentence and those currently eligible for parole, BIPOC prisoners and older prisoners/parolees). They will also be given an overview of the STAYING OUT workshops which focus on the process of re-entry and resettlement. Following the mini-workshop, participants will have the opportunity to discuss the GOSO project. Topics may include the significance of the primary partnership with those most impacted by the parole system; the importance of partnerships with NGOs; the critical role of peer-to-peer support in capacity building; and the ways in which prison in-reach and out-reach efforts enhance parole success.

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◀ D6-2: Fingerspelling is Not Enough for Deaf Offenders

Issues faced by deaf offenders within the criminal justice system.

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◀ D6-3: Moving Stories/Expressing Trauma through

Suzanne Costello, Artistic Co-Director of Stuart Pimsler Dance & Theater, proposes a movement workshop, Moving Stories / Expressing Trauma through Movement. Incarcerated individuals are stripped of their belongings, relationships, lifestyles, and names. What remains is their body, which holds their stories, their experiences, their trauma, and the potential for reclamation. Attendees will participate in a workshop that would be presented in the prison environment:

- Sharing stories from their work or life
- Guided to express these stories through movement
- Q&A session about the process
- Observations about the impact of movement exploration

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◀ D7-1: Learning From a Pandemic: Probation in England and Wales

As part of the response to the COVID-19 pandemic and restrictions imposed by Government guidelines, Probation Practitioners were required to work from home conducting sentence management supervision using a mix of office based and remote approaches. Learning from the experience of using alternative supervision methods, and the fact that this had become business as usual, led to consideration of how this experience might inform future delivery of supervision and what blend of techniques constitutes the best model. As part of the new unified probation service that launched in June 2021, there was a proposal for a Blended Supervision model to be used as part of the sentence management processes, with the use of remote supervision options (such as telephone and video links) instead of face to face meetings, with national guidance being drawn upon as to when and how this can be used operationally. Given the lack of evidence on remote supervision (especially in a non-COVID setting), this evaluation is very important for us to understand more about the lessons we can learn from remote options being used thus far, including barriers and enablers to these methods, and consider these from the perspectives of both probation practitioners and supervised individuals.

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◀ D7-2: Resilience of Romanian Probation Counselors in the Context of the COVID-19 Pandemic

More than ever the Criminal Justice System required in Romania the modernization in the whole and the probation system in particular. This paper is part of a larger study of probation counselors in the process of developing resilience in the context of the COVID-19 pandemic. The data collected led to the identification of protection factors for the resilience of probation counselors in applying the new regulations imposed by the COVID-19 pandemic context. The purpose of this research is to open new perspectives for the development and adaptation of human resources in the probation system, responsible for the supervision of persons sentenced to non-custodial sentences.

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◀ D7-3: A Partnership in Safety: Correctional Service of Canada and SolusGuard

This presentation will unpack the multi-year process for building a custom-integrated technology solution used to protect Canadian parole officers in their day-to-day duties. This session will feature perspectives from both CSC and SolusGuard and will cover the challenges, successes, outcomes and lessons-learned.

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◀ D8-1: Demonstrating the Value of Working with Student Volunteers in CSC

Since 2015, Correctional Service Canada (CSC) has discovered the value of introducing post-secondary student volunteers into the rehabilitative process for federal offenders. For many at CSC, students have not been considered mature enough to manage the more complex situations with offenders. However, the student-run club from Queen's University, the Queen's Correctional Services Volunteers, has demonstrated impressive results. These enthusiastic students have expanded the depth and breadth of opportunities for undergraduate student volunteers in institutions and the community. Expanding this best practice across the country will be an area of focus and growth for CSC's volunteer program in the years to come.

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◀ D8-2: Firm Foundations 4.0: How Well-Trained, Supervised Community Volunteers Reinforce Modern Probation Work

The use of Volunteer Probation Officers (VPOs) is enshrined in the Federal State of Bremen's legislation. We will present new practice in how community members are recruited, selected, trained, supported and recognized. We will outline the intense multiagency collaboration over the past five years that led to this, and how we worked with European partners and funding mechanisms to resource needs-based initiatives. The resulting person-centered approach draws in modern, prevention-oriented criminal justice methodologies, guided by both the individual and their environment. Finally, we will explore the empirical evaluation of VPO work, which has gained local and European traction.

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◀ E1-1: Peace Education Program

We will introduce the Peace Education Program in our 20-minute session. We will demonstrate how this innovative program brings a fundamental approach to improving the quality of life of inmates on the inside, as well as the success of those returning to the outside. As we moved to a virtual platform in 2020, we discovered greater access

to individuals who were able to participate in the course virtually to support their successful community reintegration. Our bilingual presenter will give an overview of the Peace Education Program using short videos highlighting the international scope of the course in prisons, jails, parole programs and community reintegration. There will be information about the program highlighted from an international sample of facilities and settings demonstrating its effectiveness in supporting success, building community and developing sustainable partnerships. The Peace Education Program is media based, interactive, and covers ten themes - Peace, Appreciation, Inner Strength, Self-Awareness, Clarity, Understanding, Dignity, Choice, Hope and Contentment. It addresses the similarities in people regardless of their individual differences. Volunteers, staff and former course participants can facilitate the program's workshops. In Canada, the course has been offered at the Vanier Center for Women, a provincial jail in Milton, Ontario and the William Head Institution, a federal prison in Victoria, British Columbia. The program is also offered at community centers, educational facilities, health and rehabilitation facilities, hospitals, law enforcement, seniors' and veterans' centers. The Peace Education Program has been requested for distribution by the prison systems of Argentina, Trinidad and Tobago, South Africa, Ghana, Spain, Brazil and Queensland Australia. The uniqueness of this course is that through the interactive workshops, which allow time for reflection and comments, participants are inspired to explore their inner resources. Perhaps for the first time in their life, the person begins to discover his or her own self-worth, and what follows naturally is seeing the dignity and value of other human beings. In the non-denominational Peace Education Program, the individual learns ways to go forward by making peace with themselves, which is the foundation for them to build and rebuild relationships with their community and be an active partner in their personal success. After leaving prison, many inmates initiate or facilitate the program within their communities. Some inmates, with the permission of prison officials, even facilitate the course in prison.

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◀ E1-2: The Price of Mistrust: The Working Alliance as Predictor for Recidivist

This study examined the relationship between the probationer-probation officer working alliance and recidivism in a sample of 199 probationers. The working alliance was assessed two times during community supervision. The working alliance trust factor predicted recidivism in the four year follow-up period. This association remained significant when controlled for a variety of confounders. Additional interviews with the probationers showed that the working alliance factor clarity of goals and conditions was important at the start of supervision and the trust factor after a while. These findings imply that the concept of the working alliance and specifically the facet trust deserves more attention in the training of probation officers.

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◀ E2-1: Using IT Capabilities for Knowledge Management in Probation and Parole

Nowadays IT is a key capability in many institutions and businesses. Everyday we use the benefits in business processes and knowledge management. This is also the situation in probation and parole. However we see a wide range of maturity in IT capabilities throughout the world. Time to sit together and exchange ideas, experience and strategic views. In this workshop we share how we deal with this in the Netherlands and will address Workflow and Operations management, Registration and Funding, Learning and Knowledge management.

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◀ E2-2: Remote Probation Supervision During COVID

During the COVID-19 pandemic, remote supervision has increased in The Netherlands. We asked probationers and probation officers how they experienced these online contacts. We used interviews, focus groups and a seminar. Probation officers and probationers were positive about remote supervision. Some probationers missed the personal contact. Most probation officers found remote supervision flexible (efficient, saves time, travel costs), and suitable at a later stage, when the working alliance has already been established. They encountered problems with online methodical interviewing: how can signals of increasing risk be recognized, or reactance dealt with? We recommended training in technical and methodical online skills.

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◀ E2-3: Leveraging Technology for Effective Supervision

Leveraging technology is one way supervision agencies across the world can ensure fidelity to evidence-based practices while improving their reputation, service and supervisee outcomes. This workshop will explore the technology-driven supervision model used by the Georgia Department of Community Supervision (DCS), including its supporting technological tools, the challenges faced during its build-up, and how DCS plans to use future technologies to support a more effective, streamlined judicial system in Georgia. Trends in key performance indicators identified by DCS will also be shared with the audience to show the impact adapting a technology-driven approach to community supervision can have on your operations.

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◀ E2-4 : Establishment of Probation Service in Slovenia – Challenges of Development

Slovenian Probation Administration is the youngest probation service in Europe. This year it will celebrate the 4th year of professional work. For the establishment of new service, it is of utmost importance to exchange and transfer a knowledge, best practices and experiences from abroad, but also to effectively use the knowledge of domestic experts. Aware of this, the Ministry of Justice systematically approached to the preparation of an action plan and a law, regulating probation, and then also the establishment of a state body. The paper presents the establishment of a national authority from the scratch and highlights the challenges it has faced. The key to the development of the service was the existence of a vision and goals that served as signposts in the development of probation in Slovenia. The awareness that a competent staff is crucial for work has led to the preparation of Guidelines for the work of a probation officer, the transfer of knowledge and experiences from abroad. The awareness that criminal sanctions cannot be enforced without community involvement has led to the development and expansion of a network of sanction providers. The awareness that close cooperation within all stakeholders in the criminal system is important for the effectiveness of the enforcement of criminal sanctions has led to the development and strengthening of interinstitutional cooperation. Awareness of the need to create a modern service has led to the development of the own risk assessment tool with the aim of deterrence and successful integration of the offenders into society and to development of modern IT case management system, that will simplify business processes, make them more efficient, on the other hand however, it will facilitate management, decision-making and strategic governance processes. But what about the challenges in the future?

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◀ E3: Effective Communication During the First 30 - 90 days of Supervision

The first 30 - 90 days of supervision is a pivotal time period for an offender on probation. Effective communication between the probation officer and offender are critical and can be the start of a successful probationary term. Lack of communication can result in non-compliance with conditions of supervision. This can negatively impact criminal justice partners such as law enforcement, the jails, and/or court personnel. It can also be disruptive to the offender by taking him/her out of the community. In a recent study conducted by the Office of Research and Data Analysis it was determined that approximately 22% of the individuals on supervision were referred to the sentencing or releasing authority for failing to comply with supervision within three months of being sentenced. This supports the importance of effective communication that clearly outlines the role of probation officers and expectations for individuals being supervised in the community. To communicate supervision expectations the Florida Department of Corrections (FDC) has started an innovative program called F.A.C.E. I.T.

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◀ E4-1: Parole Success Factors

The number of people being granted full parole in Canada is rising, yet the number of successful parole completions is falling. How can we ensure that when people get out of prison, they stay out? This workshop, presented by CAEFS, encourages participants to consider the connections between upstream prevention and successful parole completion. We suggest that by investing in equitable access to the social determinants of health (i.e., education, housing, employment), we can both curb the number of people in prison and keep them from going back. Work through case studies with us and collaborate to implement these necessary and transformative changes.

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◀ E4-2: Why Time Matters

The Georgia Department of Community Supervision (DCS) believes the key to ensuring evidence-based principles are properly utilized in the field is by increasing the quality of interactions, not the frequency of interactions. This workshop will present findings from a study conducted by Deloitte on behalf of DCS that focused on quantifying the ideal caseload size and increasing efficiency in field operations. The presenter will explain why the focus of Deloitte's study shifted from caseload size to time-per-interaction, the different factors that impact this number, and its relationship to the effective implementation of evidence-based practices. In addition, the presenter will discuss the findings of a Supervisee Pulse Survey that provided insight into how supervisees responded to the utilization of remote reporting in-lieu of face-to-face interactions with their officer.

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◀ E5-1: A Multiagency Approach with Young Probation Clients

The presentation is about a new working model with delinquent juveniles in Finland. The model is based on a cross-sectional work group report made in 2019 and includes a multi-agency approach with young probation clients. Ministry of Justice in Finland is financing the development project of this model. The aim is to prevent recidivism, increase social inclusion and to provide treatment and rehabilitation in an effective way to delinquent juveniles. The probation officer, the municipal social worker, the worker from NGOs, and sometimes the police, are working together

in the same office with the juveniles, and their families and friends.

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◀ E5-2: Risk and Protective Factors as Predictors for Juvenile Delinquency

A wide variety of models attempt to provide specific predictors of juvenile delinquency and explain the influence of risk and protective factors on it. Our paper, focused on the social development model and the research conducted on juvenile delinquents in the execution of a criminal sanction - educational measure (custodial or noncustodial), highlights the influence of social risk and protective factors in predicting delinquent behavior. Last but not least, based on the results obtained, we will emphasize the role of preventive interventions in reducing the share of risk factors and strengthening the protective ones.

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◀ E6-1: Supporting Indigenous Women on Probation and Parole: A Decolonizing Approach

The presentation— which stems from a larger research project that examined the healing and rehabilitation needs and experiences of Indigenous women in a Quebec provincial prison, will highlight prison staff (e.g., probation officers, unit managers, pastoral care, primary workers/guards) perceptions of and experiences with Indigenous women in the criminal justice system. Recommendations include increasing community-based services and programming in prison; developing relationships with local Indigenous Nations/communities, and providing experiential educational trainings and workshops to increase awareness of colonization and its impacts to facilitate a flexible and responsive approach to supporting Indigenous women in the criminal justice system.

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◀ E6-2: Indigenous Offenders Reintegration

Given the issues of over-representation of Indigenous people in the prison system and their cultural background, the Correctional Service of Canada (CSC) has identified Indigenous case management as one of its organizational priorities and is committed to actively working on this issue. As an organization, we identify and focus on the Indigenous social history (ISH) of this group, analyze its impact on their criminal journey and identify culturally appropriate alternatives that may be available to them during incarceration and parole. The provision of effective and adapted interventions allows us to respond to the specific needs of this clientele in order to facilitate their social reintegration and to reinforce the capacities of this community. This presentation will focus on the work done at CSC about Indigenous Offenders Reintegration.

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◀ E7: Supervising High Risk Offenders in the District of Columbia to Improve Lives and Public Safety

At the end of 2020, approximately 3.89 million people in the United States (or one in 66 adults) were under community supervision. Offenders under community supervision with violent charges has been increasing; between 2005 and 2020, probationers with violent charges increased from 10% to 15%, and parolees increased from 23% to 26%. In 2014, a Swedish study found that a majority of violent crimes were being committed by a small number of persistent violent offenders, typically males, who had an early onset of violent

criminality, substance abuse, personality disorders, and nonviolent criminality. Further, a 2019 study by the US Sentencing Commission on recidivism among federal violent offenders found that offenders who engaged in violent criminal activity—whether during the instant federal offense or as part of prior criminal conduct—generally recidivated at a higher rate, more quickly, and for more serious crimes than non-violent offenders. The urgent dilemma facing community corrections is how best to manage and supervise these violent, high risk offenders (HROs) to stop the continuing cycle of violence, human tragedy, and community destruction. There is no one silver bullet or simple prescription to fix this major issue, as there are differences among populations served, available resources, and applicable laws and regulations. A further complication is that there is no clear definition of HROs or how best to supervise them, as the definition and supervision of HROs varies widely across countries, states, and agencies. The federal Court Services and Offender Supervision Agency (CSOSA) in the District of Columbia will share how, over the past three years, it has defined, identified, supervises, and treats its HRO populations using a focused deterrence model, that is based on strong partnerships, collaborations, information sharing, and engagement, to improve the lives of those it is charged to supervise and to improve public safety in the District of Columbia.

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◀ E8: What Works in Reducing Reoffending? : The Development of the Model Strategies on Reducing Reoffending

Reducing reoffending is one of the main goals of criminal justice interventions. Following the reiteration of the need for practical guidance in this area at the Fourteenth Crime Congress, held March 2021 in Kyoto, Japan, there was a decision by UN Member States in General Assembly resolution 76/182 titled “Reducing reoffending through rehabilitation and reintegration” to develop a set of model strategies on reducing reoffending, which will be the latest UN standards and norms in crime prevention and criminal justice. Following the request by this resolution, UNODC had organized two rounds of expert consultations in December 2021 and April 2022 to gather the feedback of subject matter experts and exchange information on promising practices to reduce reoffending. A report of the expert group meeting in April 2022 was presented to the 31st session of the Commission on Crime Prevention and Criminal Justice (CCPCJ) as a conference room paper. At the same CCPCJ in May 2022, UN Member States adopted E/CN.15/2022/L.4/Rev.1 and called for an open-ended intergovernmental expert group meeting (IEGM) to develop the model strategies on reducing reoffending. As part of the preparatory work leading up to the IEGM, UNODC is currently in the process of collecting information on promising practices for consideration and potential inclusion in the draft model strategies. Against this background, the presentation will feature an introduction of the progress made towards the development of the model strategies on reducing reoffending and active sharing of experience in reducing reoffending, such as research, evidence-based and promising practices, among participants of the World Congress on Probation and Parole.

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◀ F1: Community Corrections: An Interactive Discussion on Key Features Around the World

The aim(s) of this symposium is to provide a comparative research framework to understand the status of community corrections systems in each global region including variations in the design, implementation and impact of community corrections policies and practices. The comparative research methods will be discussed

as well as overriding issues such as tools to manage individuals safely in the community, variations in policies for dealing with compliance, pretrial services, use of electronic monitoring, and so on. The symposium will be used as a method to present the comparative methods used by the presenters as well as allow audience participants to describe their own system. The interactive session is designed to engage the audience in substantive discussions about facets of community corrections which will be featured in a Handbook on Routledge Handbook on Global Community Corrections (Durnescu, Taxman, & Byrne) and the Global Community Corrections Initiative (www.globccci.org).

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◀ F2-1: What Works in the Social Reintegration and Support of High-Risk Offenders

CoSA Canada is a network of 15 sites across Canada providing support and accountability to high-risk individuals who have committed sexual offenses and are reintegrating into community post-incarceration. CoSA is grounded in restorative justice principles and assumes that those who commit criminal offences should both be held to account for the harm done while supported by the community. The CoSA model includes “Core Members” (those who have committed sexual offences) who meet regularly with trained volunteers supported by paid staff to address practical reintegration needs, develop and achieve goals consistent with the Good Lives Model, and model healthy communication and relationships. The circle includes Core Members, volunteers, and staff who work together to assist in the core member’s reintegration and healing process; advocating for them in the justice system and community; helping them to model good behaviours and avoid negative behaviours and holding them accountable to the expectations of the justice system and the community.

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◀ F2-2: Walking Alongside Victims and Survivors of Crime

Victims play an integral role in the criminal justice process. Too often, who victims are, is quickly forgotten within the rhetoric and complexities of the criminal justice system. This workshop will provide an overview of the Canadian Victims Bill of Rights and role of victims’ rights throughout the criminal justice system. This session will challenge participants to consider how to apply victim centric principles to the role they play in the criminal justice system. Drawing upon examples from BC, this workshop will also highlight collaborative efforts to ensure victims and survivors are supported throughout the whole criminal justice process.

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◀ F2-3: Specialized Probation Workers with Victims

In Belgium, several public and non-governmental services are involved in offering assistance to victims, all within their own competences. Their interventions are differentiated and complementary. To assure an overall support to victims, these services collaborate on a regular basis and coordinate their actions in a structural way to improve their way of working on a permanent and practical basis. The Judicial Victim Support within the Flemish Probation Service (called “Houses of Justice”) provides assistance to help victims or a relative, receiving the necessary attention or claiming their rights during the whole judicial procedure. These services are state services, which depend on the three communities of Belgium. The way of combining

offender management and victim support within a probation service is rather unique. In order to improve the information of victims in the judicial procedure and 'humanise' the contacts with victims some pilot projects of Judicial Victim Support Services in public prosecutor's offices and courts started in 1993 and since 1996 every public prosecutor's office disposes of a Judicial Victim Support Service in collaboration with the Probation Service. In general the justice assistants of Judicial Victim Support have the following duties:

- Provide the victim or relative with specific information about their case, the judicial procedure or their rights;
- Provide the necessary support and assistance during the procedure (for instance, to bring a civil action for damages, to consult the file or during court hearings);
- Give you a referral to external services if needed (f.e. for legal or psychosocial assistance).

After the terrorist attacks in Brussels on 22 March 2016, the services of judicial victim support offered the victims and their relatives specialized assistance related to the judicial procedure in close collaboration with the national victim's unit of the federal public prosecutor's office. With regard to interventions vis-à-vis victims of terrorist attacks in Belgium or abroad, the victim support services have carried out their general but also specific missions with regard to the victims, regardless of whether they are Belgian residents or not. In September 2022, these services will support and assist the victims and relatives in the trial about these terrorist attacks. The services of judicial victim support had to prepare thoroughly for the tasks awaiting them, especially as we know that the trial will be held over a period of 6 to 9 months. In this workshop, we will talk about the judicial victim support at this trial and our experiences in combining offer management and victim support within the same probation service.

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◀ F3-1: La gestion des détenus dits « radicalisés » au-delà de l'ideologie

Research into how radicalization occurs and survives, how offenders respond to the concept of radicalization, and how to assess risk in "radicalized offenders".

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◀ F3-2: Chess for Life

Chess for Life is an alternative sentencing, referral program at the University of Lethbridge, and is officially registered with Alberta Justice. Since 2017, over 50 youth have been referred to the program. There is also a research component to the Chess for Life program. Faculty at the University of Lethbridge are researching the effectiveness of the program from different disciplinary perspectives: neuroscience, recreational therapy and ethnography. This presentation gives an overview of the Chess for Life program: its origins, current status and future directions. It highlights preliminary research findings into the project's impact as well as new initiatives currently underway.

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◀ F4-1: The 7th Step Society Peer Support Training Program

The 7th Step Society of Canada is a national voluntary organization, based on the self-help model of intervention for crime prevention and rehabilitation. Members attend 7th Step to find support with those who have walked the same road. Several core members came together with an idea to create a program that was an all-encompassing guide. The Training gives another step to people who have already began

their journey, it is tailored to help them have a understanding of what it looks like to provide peer support. The training encourages people to develop their skills so that they can help others; the training is presented by two facilitators who have worked in peer support roles. This program helps provide people with a foundational understanding of the core concepts of peer support. This includes: boundaries, ethics, core values of peer support, self-care, trauma informed, harm reductions, unconscious bias, diversity. This program is based off the 7th Step group and philosophy, in order to help others, we must first help ourselves. The 7th Step Society of Canada has an unwavering commitment to self-help and self-improvement and undertakes every opportunity to share this with the criminal justice community and the general public.

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◀ F4-2: CSC's CORCAN Community Industries

One of the most difficult periods for offenders occurs immediately following release. Integrated with other correctional strategies, the Correctional Service of Canada enhanced the continuum of employment programs as part of effective reintegration and community corrections. Research demonstrates that an offender with employment in the community is less likely to reoffend. CORCAN Community Industries provide an innovative approach for offenders to continue to build employment skills and upon release to the community until they secure regular employment. This community based vocational training and transitional employment model focuses on the provision of interventions in the community, including construction and manufacturing. This presentation will explain the CORCAN Community Industry program, including results since the expansion that commenced in 2018.

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◀ F5: Risk, Risk Management Policies, and Individuals Convicted for a Sex Crime: Looking back and Moving Forward Through the Lens of Social Science

In 2018, a Research Team lead by Drs. Patrick Lussier (Laval), Evan McCuish (Simon Fraser) and Jean Proulx (Montreal) set out to examine the scientific literature on risk, risk assessment of sexual recidivism and associated risk management policies from 1940 to 2020. Since, over 25,000 documents were examined, including well over 800 empirical studies conducted worldwide. The research team created one of the most detailed databases regarding the study of sexual recidivism and its prevention. This panel will present some of the first findings stemming from this international research on risk, risk management and sexual recidivism.

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◀ F6-1: The Real Vulnerabilities of Incarceration: The Case of Young and Female Offenders in the Criminal Justice System in Ghana

The correctional system in Africa, particularly the case of Ghana has in recent times attracted the attention and critics of some lawyers, sociologists, criminologists and the wider society especially on the treatment of inmates, who to many do not comply with international standards on the treatment of offenders. Among this diverse body of works and complexity, little research has been undertaken interrogating the very different experience of Young and Women prisoners who are the "most vulnerable". Taking into consideration the fact that a large number of young and female prisoners in Ghana come from impecunious family backgrounds, the need to understand their criminality and its gendered effects

on the justice system is of paramount importance. This report examines the experiences of young offenders and female inmates in Ghanaian prisons and the coping mechanisms adopted to deal with their experiences.

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◀ F6-2: The Profiles of the Girls Under the Criminal Justice System. A Case Study from an Educational Center in Romania

This study was conducted in an educational center in Romania, the center where are internment girls who are sanctioned with a educational custodial measure. The paper present information on the demographic characteristics of these girls, the types of offenses committed and their perspective for social reintegration. Girls' pathways into crime, even into violence, are affected by the gendered nature of their environments and particularly their experiences as marginalized girls in communities racked by social factors. Treatment programs and supervisory conditions should take into account the specific patterns of offending for female offenders. Based on the Romanian criminal legislation, this study emphasizes the role and importance of the work of probation counselors in preparing for release and reintegration into the community.

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◀ F6-3: A Swedish View on Youth in Probation – A New Legislative Measure

Our presentation will describe our experiences from one year of implementing a new criminal sanction for young offenders of serious crimes, "Youth supervision". The aim of the sanction is to fill a gap in the criminal justice system and increase the fidelity of the system when matching individual needs of control and support. The risk of reoffending is reduce by the use of different measures while the youth is still living at home, among those electronically supervised restrictions on the clients movements.

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◀ F7-1: Optimal Population Management

The Optamo team, in collaboration with the Pennsylvania Department of Corrections (PADOC), have developed the revolutionary Inmate Assignment Decision Support System (IADSS) to optimize the assignment of inmates to correctional facilities and schedule their rehabilitative programs. IADSS takes advantage of advanced prescriptive analytics and rigorous mathematical optimization methodologies to optimally assign inmates to facilities. Highly customized implementation of IADSS has enabled the PADOC to efficiently and accurately make inmate assignment decisions based on a large variety of factors, including but not limited to security, rehabilitation programing, medical and mental health needs, education and vocational requirements, and the distance of the inmates to home. The use of IADSS was instrumental for the PADOC to achieve its goals of reducing inmate population, minimizing inmate movement between facilities, maximizing the availability of department wide bed space, reducing treatment program waiting lists, timely preparation of inmates for parole, and improving security at the facilities. The use of IADSS at the PADOC led to \$2.9 Million operational costs savings in the first year and the projected savings over five years is about \$20 Million. This is the first time that advanced prescriptive analytics and rigorous optimization methodologies are incorporated into the routine business practice of a correctional

system and used to optimize its operations. This highly successful project opens a rich and untouched area for the application of optimization methodologies in correctional systems. The IADSS methodology can be customized and used to optimize the assignment of inmates in any correctional system.

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◀ F7-2: Non-Custodial Measures: A Novel Approach to Penal Management in Nigeria

The Nigerian criminal justice system is weighed down by several challenges which borders around delay in the dispensation of justice, and congestion of custodial centres couple with the cost of maintenance and various niggling challenges in the penal administration. This warranted the enactment and implementation of the Nigerian Correctional Service Act 2019 which introduced the mainstream practice of non-custodial measures to complement the custodial measure in Nigeria. Although a novel concept in Nigeria, it offers a lot of benefit to the offender, victims of crime, government, the correctional service and the society as a whole. This paper therefore reports an in-depth exposition of non-custodial measures in order to create public awareness as well as to justify its full and effective implementation in Nigeria.

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◀ F7-3: Ways to Reduce Prison Overcrowding

A link between drug misconduct and its masculinity can be identified. Drug use which can be a behavior developed among men, but it seems that drug use among women is even faster. Imprisonment has doubled since the 1990s and today there is a 100 % link between drugs and sex workers. These women have not only just heroin but multiple addictions such as Cannabis, Hasis etc. These convicts are not just heroin but they are addicted to multiple substance abuse addictions. Main objective of the study is aimed to explore the initial reasons associated with women drug users and reimprisonment. The study was conducted at the Welikada main Prison in Colombo and included a sample of 45 women inmates of drug users. Data were collected using the interview method from respondents. study data is analyzed by qualitative method. According to the conclusions women who were repeatedly imprisoned in the study were not only heroin addicts but also people with abnormal sexual behaviors. They were imprisoned again and again for drug-related offenses. After rehabilitation and corrections going back to the main society as an ex-convict and they accepting them cannot be expected from the society. The vast majority of women prisoners were representing the lower class and has a positive attitude towards law enforcement agencies namely police and prison. Individuals who have these behavioral patterns can be identified with 100% disorganized families.

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ROUND TABLE

◀ 1. Nearly 200 years Working in Communities: The Story of the Dutch Probation

The Dutch Probation is nearly 200 years old. Highlights of a history full of dilemmas and facing the major future challenges. A probation which started with rich, passionate citizens, caring for ex-inmates and their families, to uplift and help them, to make the streets safer. A private initiative which gradually was acknowledged as a governmental responsibility. Which developed in a probation – still a private foundation - embedded in the judicial framework and rule of law, paid by the government, with high professional

standards and many professionals, but at the same time building up strong relationships with society and communities. What are our experiences, what are the current trends, what is our strategy for the coming years, how do we respond to rapidly changing societies?

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◀ 2. No One is Left Behind in Our Correctional World! Who and Why Influence the Penal Policies Transfers in Europe?

In the context of globalization, we are not alone in our correctional world and we are witnessing a shift in emphasis from local responses to crime, to strategic, coordinated responses influenced by supranational institutions, donors and other partners. But how confident are we that these answers are fully understood by the citizens, the final beneficiaries of these policies? Are these responses sustainable and anchored in the local contexts? Thus, the presentation will identify how the ideas, principles, administrative and institutional landmarks about probation and prisons "traveled" from one geographical area and perhaps from another period of time, in another jurisdiction in Europe.

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◀ G1-1: Addressing Mental Illness among People on Probation in the United States

An estimated 16% to 27% of the 4.5 million people on probation in the United States have a mental health condition. Individuals with mental illnesses on probation pose significant supervision challenges due to complex needs, co-occurring conditions, and the presentation of mental health symptoms. Consequently, probation agencies in the US need evidence-informed interventions to improve mental health and criminal justice outcomes among those with mental illnesses on probation. However, there is limited research on how probation agencies in the US address mental illness among people on probation caseloads. This session will first summarize what we know about people with mental illnesses on probation in the US, including estimated prevalence rates and evidence-informed interventions. We will then share results from a nationwide study of randomly selected US counties examining strategies for identifying people with mental illnesses on probation and the prevalence and variation of mental health probation approaches, particularly across rural and urban settings.

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◀ G1-2: National Survey on Mental Health and Probation: Findings and Implications for Mental Health Courts and Beyond

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◀ G2: Operation Springboard (Canada) - Engaging Youth Online: HUB Digital Solutions

Reaching youth has never been more challenging than it is today. In the wake of the COVID-19 pandemic youth are left with short attention spans, atrophied social skills, and developmental gaps that need to be addressed. But how can we reach youth in a way that bridges the virtual divide? Enter Springboard's HUB, an online digital learning platform designed for marginalized youth. With a wide range of diverse learning content in theme areas such as Finances, Decent Work, Health & Well-being, Gender Equality, Peace & Justice

and Education. HUB modules use a holistic range of learning modalities such as sharing circles, journaling, mindful meditations, peer-to-peer learning, problem solving and skill development to create an engaging, facilitator-led online learning experience. Developed inside of an anti-oppressive, culturally safe and trauma-informed framework HUB provides a range of learning materials for front-line workers to access, that support the work of engaging youth in programming and supporting the development of critical life skills to regain their quality of life and dreams for the future as we collectively recover from the pandemic.

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◀ G3-1: Non-Custodial Measures in the Republic of Korea

Since the establishment of Korean Probation and Parole Services (KPPS) in 1989, non-custodial measures have steadily developed and its scope has expanded to even include the electronic monitoring system for high-risk offenders. This presentation aims to provide an overview of the historical development and current status of the non-custodial measures in South Korea. Also, the distinct features of the Korean EM system are explored, demonstrating how the system works as the main intervention for high-risk offenders. Lastly, the demonstration will suggest to policymakers and practitioners that the effective combination of advanced technology and community supervision will bring enhanced solutions in reducing reoffending.

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◀ G3-2: How Citizen Advisory Committees Support the Reintegration of Offenders

Canada is one of the few countries whose federal correctional system includes citizen advisory committees (CACs). Mandated by law, there is a CAC in every institution and parole office within Correctional Service Canada. CACs are impartial community volunteers who observe CSC operations; liaise with offenders, staff, and the public; and advise CSC and its community partners. This presentation will underscore the vital work that CACs do in supporting reintegration of offenders. It will highlight work done by Metro Vancouver West CAC, including visits to community-based residential facilities (CRFs); attendance at CRF placement meetings; advice on CRF programming; public webinars/presentations on older and LGBTQ+ offenders; advocacy for the HomeStart program; and a call for improving offenders' digital literacy. It is hoped that this presentation will demonstrate the value of CACs; encourage the corrections community to draw on their expertise; and inspire other countries to implement their own CACs.

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Peace Education Program: An empowering approach to strengthening communities

The Prem Rawat Foundation's Peace Education Program is an innovative video-based program promoting self-discovery and empowerment. This evidence-based program has benefited diverse groups of people in 80 countries and 40 languages, including 100,000 people in corrections, probation and parole systems. It is also being facilitated in community centers, youth groups, schools, adult education programs, veterans' groups, healthcare settings, senior centers, homeless shelters, drug and rehabilitation facilities. The Peace Education Program offers participants the opportunity to focus on their own humanity, to develop personal awareness, discover their inner strengths and personal peace. With data from Australia, Finland, New Zealand, Portugal, South Africa, Spain, Tobago,

Trinidad, United Kingdom and USA, the poster highlights 5 studies demonstrating the positive impact of the Peace Education Program on individuals and their communities.

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BIOGRAPHIES

ALEXANDER VOLLBACH

Dr. Alexander Vollbach, Deputy Director General of Prison and Probation. Dr. Alexander Vollbach, studied sociology, education and social work with a master's degree and diploma. From 1988 to 2008, worked at the Lower Saxony State Hospital Moringen, Specialist Hospital for Forensic Psychiatry and Psychotherapy (now the Moringen Correctional Centre, Lower Saxony). From 2008 to 2016 head of department at Bremen Prison, since 2016 at the Senator for Justice and Constitution of the State of Bremen, where he is deputy head of department (Department of Corrections, Social Services of the Judiciary and Alternatives to Deprivation of Liberty) and head of unit. Numerous publications, especially on topics of forensic criminology.

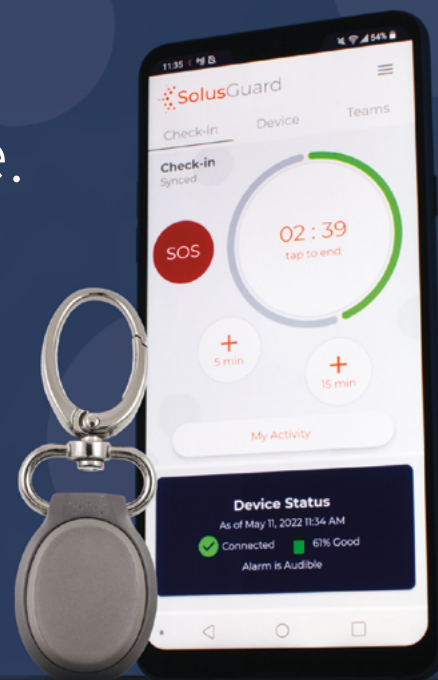
ALICIA MORA

Alicia Mora was the Programs Coordinator and former President of the Queen's Correctional Services Volunteers (QCSV) at Queen's University in Kingston, Ontario where she received her Bachelor's degree in Psychology and Sociology. She volunteered for five years with the Correctional Service of Canada (CSC) where she assisted with programming for offenders including employment and interview workshops, art classes, finance management workshops, cooking classes, and community escorts. She was the recipient of the 2018 Taylor Award for her exceptional dedication to the Service. Alicia worked as a Project Officer at CSC and is currently completing a Master's in Criminology and Socio-legal Studies at the University of Toronto.

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ALISON BURKETT

Alison Burkett is the Manager of Springboard's HUB with a decade of professional experience leading social innovation through learning in Canada and Rwanda. Alison holds a Master of Education in Adult Education and Community Development from the University of Toronto and a Bachelor of Arts in Political Science from Queen's University.

AMY FOGARTY

Amy Fogarty oversees two key population-based initiatives including the National Standard for Canada on Mental Health and Well-Being for Post-Secondary Students, as well as work supporting the mental health needs of people involved with the criminal justice system. Amy's passion for wellness and mental health led her to the Commission in 2016, where she spent several years promoting training programs including The Working Mind, The Inquiring Mind and Mental Health First Aid.

ANABELA MIRANDA RODRIGUES

Doctor is a full Professor at the Faculty of Law of the University of Coimbra (UC) and Head of the Criminal Law Department. President of the Portuguese Group of the International Penal Law Association and the Criminal, Economic and European Law Institute at UC, Professor Rodrigues has participated extensively in legislative work in the areas of Criminal Law, Criminal Procedural Law and Penitentiary Law.

ANDREA MATOUŠKOVÁ

Andrea Matoušková studied at Charles University in Prague majoring in social work. After completing her university studies she began her career as one of the first probation officers in the Czech Republic. She participated in the introduction of probation and mediation work into Czech practice and later in the establishment of the Probation and Mediation Service where she worked as a methodology specialist and later as the Head of the Department for Conceptual, Analytical and Methodological Activities. Effective from February 2016, she has worked as the Director General of the Probation and Mediation Service. She is the author and co-author of several specialized books and articles. She is one of the core members of the Restorative Justice: Strategies for Change project.

ANDREA MOSER

Dr. Andrea Moser holds a Ph.D. in Clinical Psychology and is currently the Director General of the Research Branch of the Correctional Service of Canada. She has extensive international experience, including as an expert consultant with the United Nations Office on Drugs and Crime (UNODC). Dr. Moser was the recipient of the 2016 International Corrections and Prisons Association (ICPA) Research Award.

ANGELA SMETH

Angela Smeth is a Research Officer with the Operational Research Team in the Research Branch, Correctional Service of Canada. She has conducted research on a variety of projects, including electronic monitoring, community corrections, structured assessments, and sub-populations such as Security Threat Groups and gender diverse offenders. Angela received her Ph.D. in Forensic Psychology from Carleton University in 2019.

ANNE KELLY

Anne Kelly was appointed Interim Commissioner on February 5, 2018 and was formally appointed as Commissioner on July 26, 2018. Ms. Kelly started her career with the Correctional Service of Canada in 1983 as a case management officer at Collins Bay Institution. Since then, she has served in many roles at CSC. Highlights of her career have included Unit Manager at Warkworth and Joyceville Institutions, Deputy Warden at Mountain Institution, Director General, Offender Programs and Reintegration as well as Deputy Commissioner for Women at NHQ and Regional Deputy Commissioner of the Pacific Region for five years, prior to being appointed as Senior Deputy Commissioner in November 2011.

ANNELIES STURM

Annelies Sturm is a PhD candidate, lecturer and researcher at the HU, University of Applied Sciences, Utrecht. Her research interest focuses on the relationship between offenders and forensic social workers, behavior change of delinquents and education of forensic social workers. She is educated as a psychologist and social worker.

ANNIE DEVOS

Director-General, Directorate-General for the Houses of Justice, Wallonia-Brussels Federation, Belgium Vice-President, Council of Penological Cooperation (PC-CP), Council of Europe. Incoming President, Confederation of European Probation (CEP) Annie Devos has acquired a large experience throughout her career in the field of prison and probation.



She has consecutively been prison governor (1988-1991), technical expert on prison policy for the Minister of Justice (1991-1995), seconded head of the department for policy and general affairs (1995-1997) and head of the department in charge of the individual inmates' file (1997-1999) at the Ministry of Justice. Afterwards, Annie has run the Belgian probation department – called "Houses of Justice" - since its creation in 1999. At the time, the services depended on the judicial organisation and were then transferred to the services of the Ministry of Justice until late 2014. In 2015, the services were divided between the 3 linguistic communities due to the 6th State reform. Annie has been appointed as Director-General for the Wallonia-Brussels Federation, which comprises the head office, the 13 local houses of Justice, the Centre for Electronic Monitoring and the Centre for Assistance to People concerned by any Radicalism or Extremism leading to Violence (CAPREV) and subsidises partner services in charge of offenders' and victims' support. Annie Devos has been the vice-president of the Council for penological co-operation (PC-CP) of the Council of Europe since January 2022 and will chair the Confederation of European Probation from November 2022.

ANSHUL SHARMA

Mr. Anshul Sharma is a national leader in optimizing business processes in corrections. He is deeply committed to social and economic transformation and social inclusion through technology. He leverages his technical knowledge and skills to develop software solutions to help governments function effectively. Anshul has an in-depth knowledge in developing software solutions for government agencies. Anshul wrote his master's thesis on optimizing inmate transportation within the Pennsylvania Department of Corrections. Anshul has been awarded the INFORMS Daniel H. Wagner Prize in 2017 and the IISE Outstanding Innovation in Service Systems Engineering in 2019 for developing the Inmate Assignment Decision Support System.

ANUSHA EDIRISINGHE

Prof Dr. Anusha Edirisinghe is a Senior Lecturer in Sociology and Criminology at the Department of Sociology and the Director Centre for Gender Studies University of Kelaniya, Sri Lanka since 2017 to up to date. She works as the university coordinator for Sri Lanka Service and Prison Department and the secretary of Task Force for Prevention of SGBV and Ragging, University of Sri Lanka 2015 up to date. She has done researches related to gender studies, Criminology and Criminal Justice System.

ANVARS ZAVACKIS

Anvars Zavackis is a Leading Researcher at the State Probation Service of Latvia. He began his career in the justice system in 2004, participating in the development of policies and practices of the State Probation Service related to risk assessment and management, presentence reports and community supervision of probation clients. In 2009, he became a researcher and later a leading researcher in the Service. Anvars received his education at the University of Latvia, first in psychology and later in sociology. In 2014, he received a doctoral degree (PhD) in sociology defending his doctoral dissertation on the risk assessment of probation clients. In addition to working in the probation service, Anvars is a lecturer at the University of Latvia, giving lectures to social workers and sociology students.

ASHLEY KOONCE

Ashley Koonce began her work with the Association of Paroling Authorities International (APAI) in 2015, while serving as the Secretariat. In this role, she provided administrative support to the Executive Director, Executive Committee, and other association committees. Ashley was appointed as Executive Director of the association in December of 2018. Ashley has a diverse background in the field of criminal justice. Her first role in corrections saw her coordinate agency efforts to assist with the rehabilitation of incarcerated individuals. In this position, she managed special projects and implemented and executed legislative efforts throughout the agency. Ashley also worked with agency officials, outside agencies, and government officials to review and put into operation incoming evidence-based rehabilitation programs to ensure they met strict standards. After this, she assumed a new role, where she coordinated multiple state, national, and international correctional training programs. In this role she also served as the Executive Director of multiple correctional professional associations. Ashley currently works in the field of correctional education, with a focus on post-secondary education opportunities for incarcerated individuals. Ashley received her Bachelor of Science in Business Administration in 2009, Master of Business Administration with an emphasis in Management in 2018, and Master of Science in Criminal Justice in 2020, all from Sam Houston State University.

AYAKA TAKAI

Ayaka Takai, is a professor at the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders (UNAFEI). She has worked in the field of Japanese probation not only as a probation officer but also as a rehabilitation coordinator for medical treatment and supervision. She has also worked at the Rehabilitation Bureau of the Ministry of Justice and as for the secretariats of several regional parole boards. She is experienced in community-based supervision, especially working with the mental health and social welfare sectors as a qualified social worker.

BERT FLEWELLEN

Bert Flewellen, the Chief Operating Officer for the Georgia Department of Community Supervision, has over twenty years of experience in the field of community supervision. Throughout his career, Bert has held numerous positions to include: Probation Officer, Parole Officer, High Liability Training Instructor, Academy Director, Director of Training, Director of Human Resources, Director of Public Affairs, and Senior Policy Advisor. In his role as Chief Operating Officer, Bert oversees the Department's Field Operations and Reentry Services divisions. Bert holds a Bachelor's degree in Criminal Justice and a Master's degree in Public Administration. He is also a graduate of the University of Georgia's Corrections Leadership Institute and the Federal Bureau of Investigation's Law Enforcement Executive Development Program. Additionally, Bert holds certificates from Cornell University's Johnson Graduate School of Management and Cornell's School of Industrial & Labor Relations.

BILL SMALL

For the last 11 years, Bill Small has been the Provincial Director of British Columbia's Community Corrections Division, an organization of more than 600 public service staff providing direct supervision of approximately 18,000 people subject to pre-trial and sentenced court ordered supervision. Bill has been with the Division for 30 years in a number of key roles throughout the province. In a previous managerial role, Bill was trained in the delivery of direct services to community corrections clients using the STICS model and actively supported BC's participation in a 2008 interjurisdictional Canadian evaluation of this innovative approach to client supervision. Shortly after assuming his current role, Bill directedly engaged with Dr Bonta and his team to scale up the STICS training and supervision model for province-wide implementation, overseeing its rollout to all adult probation officers in BC while ensuring the required research protocols were maintained throughout this multi-year project. Since the conclusion of the research supporting STICS, BC has maintained STICS as its model for service, delivery, incorporating its concepts into all aspects of probation officer training and quality assurance



BRIAN LOVINS

Dr. Lovins is a Principal for JSP. He routinely helps jurisdictions understand their local systems, helps stakeholders analyze and interpret their data, and provides practical, real-world solutions to addressing today's justice system challenges. He earned his PhD in Criminology from the University of Cincinnati, and he is the current President for the American Probation and Parole Association (APPA). Prior to JSP, Dr. Lovins worked for Harris County Community Supervision and Corrections Department (CSCD) as the Assistant Director. He was tasked with developing and implementing agency wide change plans to drive increased successful completion rates. In addition, he was the associate director for the University of Cincinnati's Corrections Institute—the School of Criminal Justice's training and research department. He has developed a state-wide juvenile risk assessment (Ohio Youth Assessment System: OYAS) and adult risk assessment (Ohio Risk Assessment System: ORAS), as well as validation of a series of post-adjudication (TRAS) and additional pretrial risk assessments. Dr. Lovins has been invited to present to over 200 agencies and routinely delivers trainings on the principles of effective intervention, risk assessment, and the delivery of cognitive-behavioral interventions. Dr. Lovins has received the 2020 Edward J. Latessa Practitioner Research Award from the American Society of Criminology-Division on Corrections and Sentencing for his continued body of work in helping community corrections move forward. He has also been honored with the Dr. Simon Dinitz Public Service Award for his work and dedication in helping correctional agencies adopt evidence-based programs and the David Dillingham Award, as well as a being recognized as a Distinguished Alumnus from the University of Cincinnati. His publications include articles on risk assessment, sexual offenders, effective interventions, and cognitive-behavioral interventions. Dr. Lovins has been instrumental in introducing the referee/coach conversation to the field. In 2018, Dr. Lovins and colleagues published the initial article "Probation Officer as a Coach: Building a New Professional Identity" in Federal Probation. Since then, he has delivered hundreds of conference presentations and invited talks regarding the referee/coach concept. Dr. Lovins routinely consults with agencies regarding their implementation of a coaching framework within the context of evidenced-based interventions

BUBA LOMUASHVILI

Buba Lomuashvili is the Deputy Minister of Justice of Georgia. His competence covers three LEPLs of the Ministry – the National Agency for Crime Prevention, Execution of Non-Custodial Sentences and Probation, Vocational Education and Training Centre for Inmates, National Archive and the Human Resources Department of the Ministry. Mr. Lomuashvili previously held senior managerial positions in the Ministry of Defence and Ministry of Internal Affairs of Georgia. He holds a Masters' Degree in International Law from Tbilisi State University and PhD in International Relations and Political Science from Matej Bel University. Over the years, he has led an extensive academic career as a visiting lecturer, assistant professor and associate professor at various universities in Georgia, the Czech Republic and Slovakia.

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previously held senior managerial positions in the Ministry of Defence and Ministry of Internal Affairs of Georgia. He holds a Masters' Degree in International Law from Tbilisi State University and PhD in International Relations and Political Science from Matej Bel University. Over the years, he has led an extensive academic career as a visiting lecturer, assistant professor and associate professor at various universities in Georgia, the Czech Republic and Slovakia.

CARDOSO LEITAO TIAGO

Tiago Leitão holds a social work degree & an MBA; is Aproximar's CEO, IPS_Innovative Prison Systems COO and CEO at EaSI. Between 2000 and 2010 was an active social worker in contexts of poverty and exclusion. Since 2001 was connected to project management, consultancy in programmes design and implementation, policy development, social innovation, social business plans, practices & knowledge transference, networks, research, advocacy, training, and mentoring in Justice and Social Economy both national as internationally.

CATHARINE PANDILA

Catharine Pandila is a full-time undergraduate honours student, in her fourth year of studies in the BA Criminal Justice degree program at Mount Royal University, in Calgary, Alberta. As the lead presenter, Ms. Pandila has undertaken the research by which this presentation stands, as part of the undergraduate criminal justice degree honours thesis requirements.

CELINE LEE

Over the past 30 years, Celine has provided a victim's voice to policy, practices and training related to victim engagement within the criminal justice system and restorative justice initiatives. Celine has spent over 25 years working in various capacities for police-based victim services and crime prevention programs. Since 2015, Celine has been the Chairperson of the Pacific Region Victim Advisory Council, a collaborative partnership victims and survivors of crime, the Correctional Service of Canada, the Parole Board of Canada, and Provincial victim serving agencies.

CHARLES BROOKER

Charlie Brooker has been a researcher and academic for over thirty years. His main interest was in psychosocial approaches for the care of people with serious mental health problems up until 1995 when he was professor of mental health both in Sheffield and Manchester. Since then, he has almost exclusively researched aspects of the Criminal Justice system and mental health. This work has taken him into police stations, prisons, courts, sexual assault referral centres, and, in the last 10-15 years, probation services. In 2010 he retired formally from University life but was awarded an honorary chair at Royal Holloway, University of London. He is still a co-applicant on research studies, publishes and provides consultancy advice. He currently has a book contract with Routledge, with his colleague, Coral Sirdifield, for a volume that will be produced in December, 2021 entitled 'Probation, the Criminal Justice System and Mental Health'.



CHERIE TOWNSEND

Cherie Townsend currently serves as the Executive Director of the International Association for Correctional and Forensic Psychology and of IACFP Europe. During the past nine years, she has also worked as an executive coach and consultant. Her areas of consultation are leadership development, juvenile justice, victim services, agency culture assessments, curriculum development, implicit bias and female staff sexual misconduct. Cherie's work as an executive coach focuses on emerging and senior executive women throughout the world. Ms. Townsend has nearly 40 years experience as a juvenile justice practitioner and leader in the United States. She has led a state juvenile justice organization through a period of major reform and transformation. She has also successfully led organizations providing community-based services and supervision to young people and support to their families and victims in two major urban jurisdictions. Townsend has an M.P.A. from Southern Methodist University and an M.B.A. from the University of Texas. She is a certified coach through the International Coach Federation (PCC credential) and is a Certified Professional Co-Active Coach.

CLIFF YUMANSKY

Cliff Yumansky is the Executive Director of CoSA Canada since October 2022 and comes to this role with a strong leadership background in corrections and criminal justice policy. From 2007 to 2014, Cliff was Director of Corrections Programs and Community Development at the Department of Public Safety Canada and worked as a senior advisor in corrections policy for the unit since the mid-nineties focusing on high-risk/sex offenders, the national sex offender registry, national flagging system, national office for victims and the NVO sustaining grant program. Prior to working in the federal government, he was Director of Community Programs (serving troubled/at risk youth) for the Youth Services Bureau (YSB) in Ottawa for nearly 10 years. Cliff also worked as a Probation Officer (Adult) for 3 years for Quebec Ministry of Justice in Gatineau/Hull. Cliff is based in Ottawa, where he has spent his retirement working on

casual contracts within Public Safety Canada, CSC, the RCMP. Cliff has served as the VP of the CoSA Ottawa Board of Directors from 2016 to 2020 and has been acting President of CoSA Ottawa Board this past year before completing his term with the Board. He has a Masters Degree in Criminology.

CRISTINA GHEORGHE

Cristina Gheorghe is a probation counselor within Cluj Probation Service, Romania, having more than 10 years working experience. She has a PhD in Sociology (2018), and her thesis and research is focusing on the process of desistance from crime. Her interests also involve risk assessment, and has a collaboration with the Faculty of Sociology and Social Work from Babeş-Bolyai University, where she is teaching a course on Risk Assessment in Probation.

DANIEL DANGLADES

Daniel is currently working as a probation officer and policy officer at the headquarters of probation services. He is acting as an international liaison officer. He has been directly involved in the many progressive reforms France has embarked on during these last years regarding alternatives to imprisonment and probation services role, reforms which have changed not only the way probation services function and perform, but also how they can be more efficient. As a current member of several CEP (the conference european probation) expert groups, Daniel is honoured to be part of CEP family, the network of probation and community sanctions bodies in Europe. He is a member of the preparatory group of the CEP - Conference on Electronic Monitoring 2022. As part of his commitment in probation at European level and beyond, he has taken part in several conference programs, expert group meetings, international workshops and other events. No stranger to adventure, he had the opportunity to live and work in Lebanon (Middle East), Brighton (UK) and New Orleans (USA). Daniel is based in Paris.

DANIJELA MRHAR PRELIĆ

Dr. Danijela Mrhar Prelić is Director General of Slovenian Probation Administration, Body of the Ministry of Justice. She holds a Master Degree in Social Pedagogy, a Master of Science in Criminology and Doctorate in Law (the field of Criminology). From the beginning of her career, she has been working within the field of enforcement of criminal sanctions. She has served as Senior Advisor – Counselor for juvenile offenders, as Director of Women’s Prison and as Project Manager – Secretary at Ministry of Justice. As Project Manager she was responsible for preparation of an Action plan for Establishment of Probation Service in Slovenia with all necessary normative and legal changes. When the Action Plan was adopted by Slovenian Government, she became the Head of Probation Service at MoJ, responsible for establishing the new state body. In December 2017 she became an Acting Director of Slovenian Probation Administration, followed by position of Director General in 2018. During her professional career she attended numerous conferences and international meetings as a speaker regarding the execution of criminal sentences and community service, her special field of interest is re-offending. She also served as a Short-term Expert in the project related to contribute to the improved treatment programs for juvenile offenders. Currently, she is also involved in education trainings carried out by the Slovenian Prison Administration while holding a position of a University Assistant Professor (Criminology, Penology).

DEBRA KAFAMI

Debra M. Kafami is the Deputy Associate Director for the Investigations and Engagement Division (IED) at the Court Services and Offender Supervision Agency (CSOSA) in Washington, DC. She has been employed with CSOSA for more than 20 years and has more than 29 years’ experience in the corrections field. Prior to CSOSA, she served for three years as the Deputy Director for Program Services at the Maryland Division of Parole and Probation and, prior to that position, as the Director of Research for six years at Patuxent Institution, a co-educational, maximum security correctional facility in Jessup, Maryland. Dr. Kafami received her doctorate in Public Policy from the University of Maryland-Baltimore County; a Masters in Business Administration (MBA) in Management Information Systems from the University of Maryland-College Park; and a Bachelors of Arts degree in Government and Classics from Hamilton College. She is a member of the American Probation and Parole Association and the National Association of Probation Executives. Dr. Kafami has completed several executive leadership courses including the Harvard Senior Executive Fellows Program (2011), the Washington Executive Seminar Program (2003), and the National Institute of Corrections (NIC) Executive Excellence program (2000).

DEBRA PARKES

Debra Parkes is Professor and Chair in Feminist Legal Studies at the Peter A. Allard School of Law, University of British Columbia. Debra’s scholarly work examines criminal legal and carceral systems and she has published widely on issues related to gender and racial (in)equality in those systems, sentencing and punishment practices, and the framing and adjudicating of prisoners’ rights claims. She currently holds an Insight Grant from the Social Sciences and Humanities Research Council to study life sentences in Canadian law and society. Debra chairs the board of the Rise Women’s Legal Centre and she is a board member of West Coast Prison Justice Society which operates Prisoners’ Legal Services, the only full-service prison law clinic of its kind in Canada.

DELPHINE DENEUBOURG

Delphine Deneubourg holds a degree in private law from Paris-Assas University. She was appointed director in the probation service in 2011. She formerly worked in Seine-Saint Denis prison (2012-2016) before running the methodology support unit for interregional directorate of the prison services of Paris (2016-2017). Later on, she was a director in Paris probation service (2017-2020). Since March 2020, she has served as deputy director of the Hauts-de-Seine probation service. At the same time, since April 1, 2021, she has been in charge of the first state startup of the French Ministry of Justice, Mon suivi Justice.

DENA DERKZEN

Dr. Dena Derkzen is a Senior Research Manager of Operational Research at Correctional Service Canada, Research Branch. She completed her Ph.D. Psychology (Forensic) from Carleton University. Prior to her current position, Dr. Derkzen was employed as a Psychometrist and Probation Officer. Her research interests include the assessment and treatment of violent offenders, women offenders, and mental health issues.

DOUG HECKBERT

My life began with addiction, familial dysfunction, loss, grief, abuse, prejudice, and trauma. It continued with rage and anger issues, loss of identity, crime, homelessness, and prison. Healing became a choice as hurting was no longer an option. I made connections that all of the things that transpired in my life were for the greater good and became dedicated to living a life of healing and positivity. I began working in the service providing field in hopes to assist my community as a volunteer court worker and was hired by an Indigenous agency. I am very grateful and humbled to have held positions in areas that my skills and experiences may be used. Working with youth at risk “meeting them where they are at” and guiding them to see their worth as individuals to break the cycle. Working with the critically homeless and most marginalized population of Edmonton, Alberta. Continued healing and training I began doing Trauma Support work and gained further knowledge in the service providing industry on a whole new level. Built on culture and ceremony, the agency that hired me has continued to be a part of my refining and continued healing path. I began facilitating personal development programs to northern communities and first nations as well as youth camps a few years ago. Co facilitating with an amazing Spiritual Helper and mentor, gave me a deeper understanding of facilitation style. Today, I am a business owner and have expanded the services of Lil' Bear Resources near the Rocky Mountains. Collaborating with an amazing team of facilitators and spiritual helpers continues to assist in the growth of LBR. My professional and personal experiences have given me the drive to reach people from all walks of life and guide them to become the best version of themselves. I volunteer with adults who are transitioning out of prison, as well as motivational speaking, to role model that anything is possible when you take responsibility for your life. As someone who has spent many years in and out of the prison system and entrenched in addiction, I strive to use my journey to inspire others.

EDDY ELMER

Eddy Elmer is a gerontology researcher and consultant in mental health, focusing on loneliness in marginalized groups (e.g., sexual minority seniors; aging inmates and parolees). He holds bachelor's degrees in psychology and general studies, and a master's degree in gerontology, all from Simon Fraser University. He is completing his PhD in social gerontology at Vrije Universiteit Amsterdam, studying stigma and loneliness in sexual minority adults. Eddy is currently Vice-chair of the Correctional Service of Canada Citizen Advisory Committee for Metro Vancouver West Community Corrections.

EMILIE COYLE

Emilie Coyle is the Executive Director of the Canadian Association of Elizabeth Fry Societies. She previously worked as Director of the Refugee Sponsorship Support Program at the University of Ottawa. Emilie has practiced family, criminal and immigration law. In addition to her professional accomplishments as a bilingual legal professional and not-for-profit advocate, Emilie was a co-founder of Parents 4 Diversity, a citizen's group working with parents and teachers to address discrimination with the goal of making schools safer for all children and youth and a proud sponsor of LGBTQ+ refugees for many years. Her experience in civil society has taken her from Canada's west, to the east, and she now makes her home in Ottawa with her two children – Maia and Niko – and her partner, Adam. Emilie is passionate about the power of community and actively pursues ways to animate community-building. This includes supporting the essential on-the-groundwork of the many www.caefs.ca/our-locals "Elizabeth Fry www.caefs.ca/our-locals" Societies across the country. She also loves a good book and welcomes suggestions for ones to add to her ever-growing collection.

ERIK CORTEN

Erik Corten (1968) is member of the national board of the Dutch Probation Service (Reclassering Nederland). As Operations director he is responsible for the work in progress, quality and development of the probation work nation wide. Erik has studied at the Royal Dutch Military Academy and the University of Utrecht (Mba Governmental and organization



administration). Since the start of his career he has been working in managerial and executive positions for i.a. the Royal Dutch Military Police, the Custodial Institutions Agency and since 2015 for the Dutch Probation. Erik is member of the Advisory Board of the Centre of Expertise for Public Safety and Criminal Justice (Avans University of Applied Sciences).

FAYE S. TAXMAN

Faye S. Taxman, Ph.D., is a University Professor at the Schar School of Policy and Government at George Mason University. She is a health service criminologist. She is recognized for her work in the development of seamless systems-of-care models that link the criminal justice system with other health care and other service delivery systems and reengineering probation and parole supervision services. She has conducted experiments to examine different processes to improve treatment access and retention, to assess new models of probation supervision consistent with RNR frameworks, and to test new interventions. She is the PI on the National Institute on Drug Abuse's Justice Community Opioid Innovation Network (JCOIN) Coordination and Translation Center where she is vested in translational and implementation sciences. She developed the translational RNR Simulation Tool (www.gmuace.org/tools) to assist agencies to advance practice. Dr. Taxman has published more than 200 articles. She is the current Principal Investigator for the National Institute on Drug Abuse's Justice Community Opioid Innovation Network (JCOIN). She is author of numerous books including *Implementing Evidence-Based Community Corrections and Addiction Treatment* (Springer, 2012 with Steven Belenko) and *Handbook on Moving Corrections and Sentencing Forward: Building on the Record* (with Pamela Lattimore and Beth Huebner, Routledge Press, 2020). She is co-Editor of *Health & Justice*. The American Society of Criminology's Division of Sentencing and Corrections has recognized her as Distinguished Scholar twice as well as the Rita Warren and Ted Palmer Differential Intervention Treatment award. She received the Joan McCord Award in 2017 from the Division of Experimental Criminology. In 2018, she was appointed a Fellow of the American Society of Criminology. In 2019, she received the lifetime achievement award from the American Society of Criminology's Division of Sentencing and Corrections. She has a Ph.D. from Rutgers University's School of Criminal Justice.

FELICE YUEN

Felice Yuen (Concordia University) is a Chinese-Canadian associate professor in the Department of Applied Human Sciences. She has worked extensively on the healing and rehabilitation needs of Indigenous women in federal and provincial prisons for nearly two decades. Her research is grounded in decolonizing methodologies



FRANK PORPORINO

Frank Porporino has a Ph.D. in clinical psychology and has sustained a 45-year career in corrections as a front-line practitioner, senior manager, researcher, educator, trainer, and consultant. Frank has promoted evidence-informed practice throughout his career and his contributions have been recognized with awards from a number of associations including the ACA, ICCA, Volunteers of America and the International Corrections and Prisons Association (ICPA). He has remained active internationally providing training and technical assistance in effective practice in over 25 countries, most recently in Ethiopia, Saudi Arabia, Hong Kong, Japan, Namibia, Ireland, Singapore and Barbados. Currently Frank is serving as Editor of the ICPA practitioner-oriented journal, *Advancing Corrections*, Chair of the ICPA R&D Network, member of the ICPA Practice Transfer Taskforce and Board Member for the ICPA-North America Chapter. He is also Past-President of the International Association for Correctional and Forensic Psychology.

FUMIKO AKASHI

Fumiko Akashi is a consultant of the United Nations Office on Drugs and Crime (UNODC). She started to work at UNODC in July 2021, prior to which she had been working as Deputy Director of the International Affairs Division, Minister's Secretariat, the Ministry of Justice of Japan, a professor of the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders (UNAFEI), a senior officer of the Rehabilitation Bureau of the Ministry of Justice of Japan, and a probation officer in several probation offices across Japan.

GEORGE MYETTE

After overcoming his own personal struggles with the criminal justice system early in his life, George graduated from Mount Royal College in 1975 with a Diploma in Criminal Justice and helped to establish the Alberta Seventh Step Society as an agency with halfway houses in Calgary and Edmonton. He left the justice system in 1982 and went on to build a successful career in the corporate sector until his retirement in 2015. During this time, he continued to give back to his community. Mr. Myette volunteered as a provincial director for the Alberta Seventh Step Society from 1974 to 1984 and again from 1995 to 2010. He has sat on the 7th Step Society of Canada board since 1998 and became its National Executive Director (Volunteer) in 2002. He has also served several terms on the executive of the National Associations Active in Criminal Justice (NAACJ) and has been active as a director since 2002. In 2019, Mr. Myette received the Ed MacIsaac Human Rights in Corrections Award from the Office of the Correctional Investigator of Canada for his long service to incarcerated individuals. As an Indigenous Métis man, Mr. Myette's unique insights and lived experience make him a knowledgeable advocate for criminal and social justice reform.

GEORGIA WEST

Georgia West is a Forensic Psychologist in Training, currently studying at the University of Nottingham. She has eight years of experience working with individuals with mental health difficulties and complex needs in a variety of Criminal Justice System settings, such as; prison, probation and secure hospitals. In 2017, Georgia completed a Masters at King's College London in Clinical and Forensic Psychology. Subsequently, she worked in probation for three years and assisted the delivery of; 1-1 and group psychological therapy, Mental Health Treatment Requirements (MHTRs) and pre-sentence assessments. Georgia currently works for East London NHS Foundation Trust in a Medium Secure Therapeutic Community for Men with Personality Disorder, and is completing further research regarding suicide risk amongst the probation population. The research aims to explore differences between those who experience suicidal ideation and those who act on those thoughts; otherwise known as the ideation-action model.



GERRY MCNALLY

Gerry McNally is President of the Confederation of European Probation (CEP) since 2016. In that role he has led and contributed to many CEP events, as well as European and international conferences, workshops and meetings on prison, parole and community supervision related issues. He is also a member of the advisory group of the biennial World Congress on Probation. Gerry is Assistant Director in the Probation Service in Ireland (www.probation.ie). During his career with the Probation Service since 1978, he has worked in all areas of the Service, in prisons, courts and community supervision, as a probation officer and as a manager. He has been part of the Probation Service senior management since 2002. He is currently responsible for research, policy matters, international links and related initiatives in the Service. Gerry McNally has published papers and made conference and workshop presentations in Ireland and internationally on probation related issues and topics over many years, including on the origins and history of probation and parole in Ireland. He has been also joint-editor, 2012-2017, of the Irish Probation Journal (Published by the Probation Service and Probation Board for Northern Ireland). Gerry McNally is based at the Probation Service, Haymarket, Smithfield, Dublin, D07 WT27 Ireland.

GINETTE CLARKE

Ginette Clarke is the Director General of Health Policy and Programs with the Correctional Service of Canada. Ginette is a registered social worker and completed her Bachelor and Master of Social Work degrees at Memorial University of Newfoundland. Ginette has primarily worked in the field of mental health and has experience in health care management and administration.

GUY BOURGON

Guy Bourgon, Ph.D. (University of Ottawa) is a clinical psychologist specializing in correctional and criminal justice psychology. Dr. Bourgon has worked for over 30 years in the field; inside the walls of correctional facilities and in the community with people on pre-trial supervision, probation and parole. He has extensive experience in the assessment and treatment of correctional clientele. Dr. Bourgon has designed and researched evidence-based practices and intervention strategies including STICS (Strategic Training Initiative in Community Supervision). Internationally recognized and well published, Dr. Bourgon is dedicated to the development, implementation, and evaluation of evidence-based services. He has extensive experience in the training and supervision of correctional professionals and has worked collaboratively with the numerous agencies in Canada, the US and internationally. A dynamic presenter, he is recognized for translating research evidence into useful and practical concepts, skills, and intervention techniques that promote client engagement and facilitate change helping transfer "What Works" to everyday practice.

HANS DOMINICUS

Hans Dominicus is Head of the Probation Division of Flanders – Belgium since 2015. He joined the (federal) Ministry of Justice in 1999, where he worked in several positions with regard to community sanctions and measures (field worker, policy worker, advisor to the minister, head of community sanctions unit). Due to the state reform in 2015, the probation unit (Houses of Justice) was transferred to the 3 regional levels in Belgium. The Probation Division of the Flemish Government (Flanders) is responsible for more than 30,000 new cases every year (pre-sentence reports, judicial victim support, offender management) and employs a staff of 700 workers. Hans Dominicus holds a bachelor's degree in social science and a master's degree in criminology

HOWARD SAPERS

A graduate of Simon Fraser University, Howard Sapers has always worked to ensure the wellbeing of all Canadians, both as an elected official and through his major contributions to criminology and corrections. He served two terms in the Alberta legislature as the MLA for Edmonton–Glenora, and in his second term, he served as House Leader and Leader of the Official Opposition. But worthy as his political contributions have been, they pale in comparison to his long and distinguished career in criminology and corrections, during which he served as Vice-Chairperson for the Prairie Region of the Parole Board of Canada; Director of the Crime Prevention Investment Fund at the National

Crime Prevention Centre; and as Executive Director of the John Howard Society of Alberta. In 2004, Mr. Sapers was appointed as Correctional Investigator of Canada., a position he held for 12 years. His current work includes public policy consulting, with a focus on justice, corrections, and accountability. Canadian and international engagements have supported human rights, enhanced oversight, and good correctional practice with an emphasis on the intersection between mental health and criminal justice. Mr. Sapers is a Past President of the Canadian Criminal Justice Association, was a long serving member of the Board of Directors of the Forum of Canadian Ombudsman, and between 2012 and 2016, was a North American Regional representative to the International Ombudsman Institute. Mr. Sapers represented the community of small federal departments and agencies on the Government of Canada Small Department Audit Committee and was Chairman of the Department of National Defence/Canadian Forces Ombudsman Advisory Committee. In 2017, Mr. Sapers was appointed by the Ontario government to conduct a two-year independent review of Ontario Corrections that resulted in 3 major reports containing over 160 transformative recommendations. Mr. Sapers is an Adjunct Professor at Simon Fraser University's School of Criminology and a Visiting Professor at the University of Ottawa Department of Criminology. In 2016, he was awarded a Honorary Doctor of Laws from the University of Ottawa. Mr. Sapers is currently a member of the Toronto Metropolitan University Department of Criminology Advisory Council, on the Board of Trustees of the Centre for Addiction and Mental Health, and a member of the Legal Aid Ontario Prison Law Advisory Committee. On April 15, 2021, the federal Minister of Public Safety and Emergency Preparedness appointed Mr. Sapers Chair of the Structured Intervention Units Implementation Advisory Committee.

IAN BROOM

Ian is the Director General of Policy and Operations at the Parole Board of Canada (PBC). Over the last 20 years he has held various positions in the criminal justice domain including Correctional Service of Canada, and the Department of Public Safety Canada. As Director General of Policy and Operations, Ian is responsible for national policy development, procedures, research, performance measurement, and conditional release operational data systems.

IASON NACHKEBIA

Iason Nachkebia heads the Public Relations Department and Research and Services Department of the National Agency for Crime Prevention, Execution of Non-Custodial Sentences and Probation. His competence covers strategic communications, international relations, research, analytics and services of the Agency. Mr. Nachkebia previously held managerial positions in the Ministry of Defence and before joining the public service, led businesses in the private sector. He holds a Masters' Degree in International Law from Tbilisi State University and is a graduate of the U.S. Department of State's IVLP Program, George C. Marshall European Center for Security Studies and NATO School.

ILSUK NOH

He is the director of Crime Prevention Division in the Ministry of Justice, Republic of Korea. He brings more than 20 years of experience in the ministry, starting as a deputy director of Probation and Parole Division in 2004. He has experienced with in various institutions under Crime Prevention Policy Bureau, a government organization that manages probation offices, electronic monitoring centers, National Forensic Hospital and institutions related to non-custodial measures. Mr. Noh holds an MBA from Yonsei University Graduate School, specializing in clinical psychology, and a Bachelor of Psychology degree from Yonsei University. He is the author of research papers on Factors Predicting Recidivism of Female Violent Juvenile Probationers (2009), Preliminary Study of Effect of Leuprolide Acetate Treatment on Sexual Fantasy of Sex Offenders (2013), and Therapeutic Effects of Leuprolide Acetate in Sexual Offenders with Paraphilia (2018). He has contributed to the development of the non-custodial measures system of the Republic of Korea.

IMANT MOZERS

Imants Mozers is a PR professional and innovations enthusiast in the field of probation and beyond for more than 10 years. Since 2008 Imants has worked on many complex PR and marketing projects and campaigns in the field of probation and the commercial sector. Currently, he is the Head of Public Relations at the State Probation Service of Latvia and a PR expert in Ukraine and Serbia under probation projects implemented by the Netherlands Helsinki Committee. During his career has received numerous awards in creative field, business, and public sectors.

IOAN DURNESCU

Prof. Dr. Ioan DURNESCU is professor at the University of Bucharest, Faculty of Sociology and Social Work. He teaches and conducts research in the area of probation, prison and deradicalization fields. His special interest is comparative probation, reentry and interventions with justice-involved clients. He conducted many training sessions in different countries such as Jordan, Moldova, Spain, Kosovo and so on. Ioan is one of the editors of the Probation in Europe (WOLF) and the Understanding penal practice (Routledge) and the author of Core Correctional Skills. The Training Kit. He is also one of the co-editors the European Journal of Probation.

IRVING KULIK

Irving Kulik has been the Executive Director of the Canadian Criminal Justice Association (CCJA) for the past eighteen years. He joined the CCJA in 2004 after a more than 34 year career with the Correctional Service of Canada (CSC). With the CSC he occupied a number of senior executive positions at the Assistant Deputy Minister level for 12 years. At the time of his retirement he was responsible nationally for policies and procedures pertaining to Correctional Operations and Programs including education, employment, security, health care, and Indigenous issues. Between 1998 to 2000 he was assigned to Queen's university in Kingston, Ontario as the Executive Director of the Network for Research on Crime and Justice. In this capacity he managed a virtual (electronic) network of criminal justice researchers across Canada. His years of experience in the area of correctional resource analysis while with CSC led to international assignments as well. He assisted the governments of Barbados and St. Lucia by leading a correctional needs analysis study, funded by the Canadian International Development Agency. In addition, he was called upon to assist the ICRC in similar work in Africa. Under the auspices of CESO he carried out a review of institutional needs at the request of the government of the Nunavut Territory. Mr. Kulik holds a Master of Arts in Criminology, obtained from the University of Ottawa in 1972 and a Bachelor of Science from McGill University in 1968. This is the 9th biennial congress on behalf of CCJA that he is coordinating. He is extremely proud to be working with the World Congress leadership and welcoming so many international guests and criminal justice dignitaries.

JACKIE OMSTEAD

Jackie Omstead is the Director of Policy and Engagement of the Canadian Association of Elizabeth Fry Societies. Jackie began her work with people in prison in 2012 as an artistic collaborator and is founding member of Confluence Arts Collective, a group of artists-activists who believe in transformative justice and a world without prisons. Since then, she has worked for Elizabeth Fry Toronto, Springboard Community Services, and others. Her work is informed by a commitment to abolishing prison and sustained through building and being a part of caring communities, especially queer ones. She holds an MA in Criminology Social Justice from X University and her research can be found in The Prison Journal.

JAMES BONTA

James Bonta received his Ph.D. in Clinical Psychology from the University of Ottawa in 1979. Upon graduating, he was the Chief Psychologist at a maximum security remand centre for adults and young offenders. In 1990 he joined Public Safety Canada (PSC) where he was Director of Corrections Research until his retirement in 2015. While at PSC, he co-developed with other researchers at PSC the Strategic Training Initiative in Community Supervision (STICS). Dr. Bonta has published extensively in the areas of offender rehabilitation and risk assessment. His latest publications include the text co-authored with the late D. A. Andrews entitled The Psychology of Criminal Conduct now in its sixth edition (with translations in French, Japanese, and Taiwanese). He is also a co-author of the Level of Service offender risk-need classification instruments which have been translated into seven languages and are used by correctional systems throughout the world.

JENNIFER BRYCE

Lil' Bear Resources was founded in 2018, beginning with service delivery in communities north of Edmonton. As experience was gained and relationships were built LBR became an incorporated company in 2021, serving Alberta, Saskatchewan and all of Canada. The mission statement for LBR is 'It Starts with You' and the vision is, "If we as a community, contribute to the healing and rebuilding of our community members, we are in essence strengthening our communities'. My life began with dysfunction, addiction, abandonment, abuses and lost identity. Today my life is filled with maintenance of negative experiences, compassion for others, service providing, connection to culture, love and relationships. It is my goal to love each person where they are at to enable them to see their full potential, one step at a time!

JENNIFER OADES

Jennifer Oades was appointed Chairperson, Parole Board of Canada on January 31, 2018. Ms. Oades began her career with the Correctional Service of Canada (CSC) in 1991. She held numerous positions at National Headquarters, and worked in community corrections as a Parole Officer. In 1996, Ms. Oades joined the Department of the Solicitor General of Canada (now Public Safety Canada) as Senior Policy Advisor, where she worked on legislative initiatives pertaining to high-risk violent offenders and on the federal-provincial-territorial strategy responding to corrections population growth. After returning to CSC, Ms. Oades was selected to lead the establishment of the International Corrections and Prisons Association (ICPA). Ms. Oades served as its Executive Director for five years, managing a multinational Board of Directors and organizing the ICPA's first five international conferences. Upon her return to CSC, Ms. Oades continued her work within the policy and intergovernmental portfolios and served as the Director General of the Strategic Policy and Intergovernmental Relations Branch, followed by the Director General of the Learning and Development Branch. Ms. Oades was appointed Deputy Commissioner for Women in January 2010. In this role, she brokered partnerships with community partners and other federal government departments to establish a number



of social enterprises to promote and enhance employment opportunities for offenders and she established "Child Link" in order to enhance communications between incarcerated mothers and their children. She also worked in partnership with the Native Counselling Services of Alberta in their establishment of Buffalo Sage Wellness House – the first Corrections and Conditional Release Act section 81 healing lodge for women offenders. Ms. Oades retired from public service in May 2014. Ms. Oades has been recognized for her work through various prestigious awards. In 2011, she received the President's Award from the International Community Corrections Association, recognizing her leadership and dedication to advancing the awareness and effectiveness of community corrections for women. She later received the Commissioner's Commendation Award, as well as the Queen Elizabeth II Diamond Jubilee medal. In October 2018, Ms. Oades received the ICPA Correctional Excellence Award for outstanding contribution to the Association. In 2020, she became the first recipient of the Renée Collette International Excellence Award from the Association of Paroling Authorities International in recognition of her significant contribution to the advancement of international criminal justice. Ms. Oades holds a B.A. in Anthropology and Native Studies (now called Indigenous Studies) from Trent University.

JENNIFER SHAFFER

Since 2011, Jennifer Shaffer has served as the executive officer for the California Board of Parole Hearings, where she oversees 21 commissioners and a staff of over 300 employees. During her tenure, the Board has dramatically expanded discretionary parole for long-term offenders, resulting in over 10,000 long-term offenders being granted parole, the majority of whom were serving life terms for murder, manslaughter, or kidnapping. The increase in parole grants has occurred using a process that honors the rights of the incarcerated and crime victims, while maintaining the public's safety with violent recidivism rates consistently below 1 percent after three years of release. During her tenure, the Board implemented changes in the law governing youth offenders, elderly parole, and nonviolent offenders serving life-terms under the state's Three Strikes Law. In addition, the Board implemented a structured decision-making framework anchored with comprehensive risk assessments conducted by forensic psychologists, and dramatically expanded its professional training. She also currently serves as regional vice president for the Association of Paroling Authorities International. From 2006 to 2011, she served with the California Office of the Inspector General, as both a special assistant inspector general and a senior assistant inspector general, overseeing investigations involving excessive use of force in state prisons. From 2004 to 2006, Ms. Shaffer served as assistant secretary for the California Department of Corrections and Rehabilitation, where she was responsible for victim and survivor rights and services. She also previously served as staff counsel and deputy executive officer for the California Victim Compensation and Government Claims Board from 1997 to 2004, counsel to the Assembly Committee on Public Safety for the California State Legislature in 1996, and graduate legal assistant for the California Office of the Attorney General. She received her Bachelor of Arts in Economics from the University of California, Davis and her juris doctorate from Lincoln Law School of Sacramento.

JESSICA SONDHI

Jessica Sondhi is the head of the Probation Reform Evidence and Evaluation Team for the Ministry of Justice, England. She is a highly experienced Social Researcher with over 20 years' experience in government research who has worked in, and led, teams in a range of policy facing roles. For the last five years Jessica has worked in probation research and currently leads a team of analysts to manage the evidence base and carry out an extensive programme of evaluation projects on the Probation Unified Model and COVID recovery.

JOCHUM WILDEMAN

Twenty years ago Jochum Wildeman started as a probation officer at the Dutch Probation Service in the most challenging districts of Amsterdam. Since 1 July 2020 Jochum is the head of the International Department at the Dutch Probation Service. The International Department supports Dutch citizens in foreign detention and participates in international (development) projects in the field of probation. As manager of the community service department of Amsterdam and the Northwestern region of the Netherlands, he has been involved as an expert in a number of probation projects in Eastern Europe in recent years.

JOE WINKLER

Joe Winkler is the Assistant Secretary of Community Corrections at the Florida Department of Corrections. Mr. Winkler started with the department in 2001 as a probation officer. He has served the department in multiple roles holding every certified position and being promoted to his current position as the top person in Florida Community Corrections. Mr. Winkler provides oversight to 140 probation offices statewide and provides direction and guidance to correctional staff supervising 150,000 adult felony offenders. He serves on the Board of Directors with the Florida Association of Community Corrections and is the Florida Commissioner of Interstate Compact.

JOHAN BAC

Johan R. Bac studied criminal law and psychology (1988-1994), completed his Ph.D. Thesis on juvenile criminal law (1998), worked as a public prosecutor and chief public prosecutor (1998-2016), as director "criminal justice system" at the Ministry of Justice and Security (2016-2018) and as the general director of the Dutch Probation Service

(Reclassering Nederland) since 2018. He is member of the supervisory board of the Center for International Legal Cooperation (CILC).

JOHN MILAM

John Milam, Jr. currently serves as the Deputy Associate Director for the Accountability and Monitoring Division at the Court Services and Offender Supervision Agency (CSOSA) for the District of Columbia. Mr. Milam has more than 30 years' experience in the field of community corrections. After graduating from Morgan State University in Baltimore, Maryland with a BS in Business Administration, Mr. Milam accepted a position with the DC Board of Parole as a Parole Analyst. He subsequently became an adult parole officer for the Superior Court of the District of Columbia. When CSOSA was created, Mr. Milam served as one of the first supervision Branch Chiefs. Over his 24+ years at CSOSA, he also has held positions as a Deputy Associate Director for Criminal Justice Programs, where he oversaw CSOSA's treatment programs, and as the Deputy Associate Director for the High Risk Containment Strategies Division prior to his most recent position. He also is a graduate of the National Institute of Corrections (NIC) Executive Excellence program.



JOHN WINTERDYK

John Winterdyk has published over 35 academic books, dozens of peer-reviewed articles and holds several adjunct positions in Canada, Namibia, and India. Dr. Winterdyk has received several awards for his research and contributions to criminology and criminal justice both nationally and internationally. Dr. Winterdyk's areas of interest include human trafficking, youth justice, crime prevention, comparative criminology and criminal justice.

JONATHAN OGLETREE

Jonathan Ogletree has been a member of the Prisoner Review Board for Kansas Department of Corrections (KDOC) since their inception July 1, 2011, and promoted to the Chair position as of January 3, 2016. He has been a member of the Kansas Sentencing Commission since 2016. He holds a Bachelor of Science from Friends University in Organizational Management and Leadership, and a Master of Arts from Webster University in Management. Jonathan has served as a trainer for the National Institute of Correction (NIC) for Parole Board Chairs, Parole Board Member's Orientation, and Executive Director Training in collaboration with APAI. He also received training in the Structured Decision-Making Framework (SDMF) in 2013, and began training other states in the adoption, after Dr. Ralph Serin updated the training in 2015. He has worked with Kentucky, South Dakota, California, Utah and Washington. Jonathan also recently participated on a National Advisory Council for the PEW and Arnold Foundations to help develop Community Supervision Policy Framework. This framework works to continue to improve the effectiveness of community supervision systems across the nation. Jonathan currently serves as the President for the Association of Paroling Authorities International.

JULIA-ANNA BRAND

Julia-Anna Brand holds an interdisciplinary BA in Cultural Management (HSZG Görlitz) and a transdisciplinary MA in Intercultural Conflict Management – Social Action in Global Contexts” (ASH Berlin). Recently, she has worked two years in the Humanitarian Aid Sector at the German Red Cross' National Headquarter in Berlin, managing the EU Aid Volunteers as well as the rapid response for the refugee crisis in Greece in 2020/2021. As an experienced project manager and young expert for work in conflict prevention and resolution, she is currently coordinating the CHANCE project, a network of civil society organizations and actors in prison and probation who provide systematic assistance to prisoners and people on release in the process of deradicalization, rehabilitation and social reintegration.

IULIANA ELENA CARBUNARU

Drd. Iuliana Elena Cărbunaru is currently probation inspector in the National Probation Directorate within the Romanian Ministry of Justice ensuring the development and implementation of the international projects and promoting the probation system at the international level. Starting with 2017 she is Board member of the Confederation of European Probation (CEP). As an employee of the probation service for the past 20 years Ms. Cărbunaru has served as probation counsellor, probation inspector and director of probation service. She holds a B.A in Social Work, a M.A in Community Justice Administration and she is currently doing her PhD on penal policy transfers in Europe.

JULIE MICEK

Julie Micek is the Director of Parole for the State of Nebraska. Throughout her career she has worked in a variety of criminal justice settings including prisons and community based agencies, developing programs and delivering services. Julie is a Licensed Independent Mental Health Practitioner and has conducted trainings and workshops regarding staff self-care, psychological first aid and case planning. Julie is an adjunct professor at the University of Nebraska-Omaha where she teaches in the College of Criminal Justice. Julie holds a Master's Degree in Counseling from The University of Concordia, River Forest, IL.

JULIE TRUSCHEL

Julie Truschel is the President of Community Supervision Solutions, a consulting agency focused on assisting corrections practitioners achieve better outcomes. She has an extensive employment history in criminal justice, working since 1985 in various capacities of juvenile and adult corrections. Involvement with researchers creating the 'What Works' curriculum made a dramatic impact, after which she began working with administrators to integrate evidence-based practices (EBP). For the most recent 25 years, Ms. Truschel has provided independent consulting services to government agencies as well as national and international private companies. More specific information can be found at her website css360.net. Her current focus relates to creating and directing the Supervision Around the World (SAW) Project. This endeavor strives to chart supervision practices from every country in the world and bring positive change through international collaboration. See more details at sawproject.org

JULIEN FRECHETTE

Julien Frechette is a PhD student at the School of Social Work and Criminology, Université Laval and a researcher affiliated to the *Centre International de Criminologie Comparée (CICC)*. His research interest and expertise centers on risk, risk assessment and risk management. His latest publication (International Journal of Offender Therapy and Comparative Criminology) focused on the use of the clinical override feature of the LS/CMI.

KARLEY SCOTT

Karley Scott is a proud member of the Metis Nation. She is originally from Cree/Metis territory in Saskatchewan and now lives in Syilx Okanagan territory in British Columbia. Karley holds a Bachelor of Arts degree in English Literature from the University of Saskatchewan, a Law degree from the University of Calgary, and is a Qualified Arbitrator. Karley spent 10 years at the beginning of her career working for the federal government of Canada in different departments but was always focused on addressing challenges in Indigenous communities, with a particular focus on supporting Indigenous youth. Eventually, she went back to school and became a lawyer. Karley practiced in the areas of Corporate Law, Wills and Estates, Family Law, and Aboriginal Law. Currently, Karley splits her time between the Parole Board of Canada as a Board Member and working with Indigenous communities drafting laws and policies and assisting with strategic planning and governance work.

KATHERINE COLE

Since joining the federal public service in 2011, Katherine has been at Health Canada and the Canadian Institutes of Health Research, and is now Director of Citizen Engagement at the Correctional Service of Canada. With an M.A. in Indigenous Studies from Carleton University (2005), and eight years as a research consultant for Residential Schools, Katherine is passionate about Indigenous issues and relations. A resident of Ottawa, she has been active in the community as chair and multicultural coordinator on her children's school council and is also a volunteer with her children's soccer club. She also serves on the board of the Pinecrest-Queensway Community Health Centre. Together with her partner, a Nigerian-born writer and musician, she has two boys. Katherine is also an avid cyclist and enjoys being active in and around Ottawa, which has been home since 2002.

KATIE MANIKAS

Katie Manikas has served in non-profit and private ABI services for over 20 years, providing front-line support and serving in oversight roles to assist/advocate for families and individuals in residential and community service settings. Katie is passionate about developing innovative programs and services to address poverty reduction and homelessness prevention for ABI services. Currently, Katie is a Private Consultant delivering program development/proposal writing to address service gaps for non-profit agencies across the province.

KELLY HARTLE

Chief Executive Officer, CORCAN, Correctional Service of Canada. Kelly began her career with the Correctional Service of Canada (CSC) in 1998, working in various frontline and managerial roles at four different federal institutions in Alberta. Throughout her experience, Kelly has worked at various operational sites covering all security levels with both women and men offenders. In 2015, Kelly transferred to the CSC National Headquarters as the Director General, Women Offender Sector, responsible for policy and programs related to women offenders under federal correctional jurisdiction across Canada. In 2017, Kelly commenced as Chief Executive Officer, CORCAN. The integration of the program and business mandates in CORCAN are a key focus for activities within CORCAN, a special operating agency within CSC that is directly responsible for the Employment and Employability Program for federal offenders

KEVIN ARSENAULT

A Senior Director, Operations, CORCAN. Kevin Arsenault started his career with the Public Service (and CORCAN) in 2007 in Moncton, NB as a Financial Officer. As a Financial Officer, he worked at Dorchester Penitentiary and the CORCAN Regional office (in Moncton, NB); he also occupied the role of CORCAN Regional Business Manager –

Atlantic Region. In 2016, he moved to Ottawa and joined the CORCAN Transformation Team, which oversaw the implementation of new financial processes. Kevin later took on the role of Director, Manufacturing for two and a half years, before accepting a deployment as the Director, Security Operations (which he occupied for two years). Since September 2021, he has been acting as the Senior Director, Operations with CORCAN.



KIRSTAN GAGNON

Kirstan is Assistant Commissioner, Communications and Engagement, with the Correctional Service of Canada. In this capacity, she is head of communications and engagement; anti-racism, diversity and inclusion; victim services; parliamentary affairs; and its restorative opportunities program. Over the past two years and a half years, a significant focus was on building trust through transparency around CSC's COVID-19 response – from implementing infection prevention and control measures and administering vaccines, to managing several waves of outbreaks in its correctional facilities. Prior to this, Kirstan worked for Justice Canada where she worked on the legalization of cannabis, high profile extradition cases, new environmental legislation, and civil litigations facing the federal government. Kirstan also worked in international business development and public affairs for the Government of British Columbia, including the Vancouver 2010 Olympic and Paralympic Games. Kirstan completed the Leadership in Crises Program at the Harvard John F. Kennedy School of Government, and holds a BA and MA in Communications.

KOEN GOEI

Koen Goei started his career in communications in the sector of development cooperation. In 2007 he joined CEP as a Communications Officer. Later he became the Liaison Officer of the organisation. In this position he developed the relations with European institutions, such as the European Commission and the Council of Europe. Currently he works for the Netherlands Helsinki Committee as the Programme Manager for Probation and the acting Programme Manager Access to Justice. In these two fields he is responsible for capacity building projects in Montenegro, Serbia, Albania, Ukraine and Armenia, in which he involves experts in probation and access to justice from all over Europe.

KRYSTAL KELLY

Krystal Kelly (she/her) is a Program Manager at the Mental Health Commission of Canada (MHCC) leading work on the mental health of individuals who interact with Canada's criminal justice system. She has been at the MHCC for over 3 years where she has supported various other projects as well, including early childhood mental health and the intersections of physical chronic disease and mental health. Krystal has a Bachelor of Arts in Law with a Minor in Psychology from Carleton University.

LEO TIGGES

Leo Tigges has had a long career in the field of justice. He worked as a researcher, director and program manager in a range of positions (at central and decentralized levels) at the Dutch Ministry of Justice: probation, prisons, and child protection. His more recent positions were operational director of the Dutch Probation Service, and Secretary General of CEP (the Confederation of European Probation; he is an honorary member of this organisation). His last post as a civil servant was liaison officer of the Dutch Ministry of Justice to the Dutch Caribbean islands. He now works independently as a consultant in community-based justice, including capacity building in Montenegro, Serbia, Ukraine, Kazakhstan, Azerbaijan, Armenia, as a member of the UK Correctional Services Accreditation and Advice Panel, and as a researcher in the field of probation. He has a long and fruitful working relationship with Steve Pitts.

LISA SAETHER

Lisa Saether is the Regional Manager of Community Relations and Training for the Parole Board of Canada (PBC) Pacific Region. Lisa has over 18 years working in the criminal justice field. Prior to joining the PBC, Lisa worked in the field of corrections as an Institutional Parole Officer with the Correctional Service of Canada for nine years specializing in the safe and timely reintegration of Indigenous offenders. In 2012, Lisa joined the PBC in the Conditional Release section focussing on quality decision-making for both federal and provincial/territorial offenders throughout British Columbia and the Yukon. In 2017, she joined the Communications division where her areas of responsibility include the delivery of Board member and staff training, the delivery of information to victims and interested parties within the community; and the dissemination of information related to conditional release to the public.

LUC BISSON

Luc Bisson is the Director General, Strategic Policy and Planning, and has the Executive Leadership of the Correctional Service of Canada's (CSC) Gender Considerations Secretariat. Since joining CSC in 2009, Mr. Bisson has occupied several executive roles and led several major transformative initiatives, including the Transforming Corrections initiative, leading the development, drafting and implementation of legislative changes, as well as the transformation of the national correctional officer recruitment and training programs.

MARIA MOURANI

Dr. Maria Mourani holds a degree in clinical criminology from the University of Montreal and a doctorate in sociology from the University of Ottawa. She is the founding president of Mourani-Criminology, the first private criminology firm in Quebec (Canada). Recognized for her expertise on street gangs, organized crime, human trafficking and juvenile prostitution, she has worked with public safety organizations and has piloted several national security files in the Parliament of Canada as a Member of Parliament. She is the sponsor of Bill C-452, an act to amend the Criminal Code to protect victims of sexual exploitation. During her professional and academic career, she has conducted research on criminal groups and since 2010, she has been interested in the jihadist involvement of youth. She is the author of several publications, including three on street gangs and the Italian mafia in Montreal. Her latest book, *Machine-Jihad. Du désir à l'engagement : 10 jeunes lèvent le voile*, was launched in Quebec and Europe. After 10 years as the Member of Parliament for Ahuntsic, she was the Representative of the Government of Quebec at the Permanent Delegation of Canada to UNESCO in Paris and was responsible, in particular, for the issues of radicalization and artificial intelligence.

MARIA SVANTESSON

Maria Hall Svantesson works as a Senior Advisor at the Headquarters of the Swedish Prison and Probation Service. She is responsible for co-ordinating Sweden's new Probation Order/Sentence: Youth Supervision and for providing national support in questions regarding young offenders. Over the last two years, she has worked with the implementation of the new order by providing guidance to and co-ordinating case managers from all over Sweden, who are working with the new sentence. Maria Hall Svantesson has served for the Swedish Prison and Probation Service since 2000. She has worked as a Probation Officer and as an Assistant Governor (First Line Manager) in prison as well as in the Probation Service. She has a Bachelor's Degree in Social Work.

MARIE-ÈVE ZRIHEN

Marie-Eve Zrihen. With the Correctional Service Canada since 2007, Marie-Eve has worked as a Parole Officer and as a Manager in Community Correctional Centres (CCC) in Montreal. She was exposed to the particular issues of this clientele and developed a great interest and a certain specialization in relation to this group of parolees. In addition, she worked on the quality control file for the Indigenous social history (ISH) participated in a working group dealing with the issue of ISAs and the management of Indigenous on supervision. The Archambault Institution has an Indigenous Intervention Centre (IIC) and offers approaches adapted to this clientele. Marie-Eve is the Assistant Warden, Interventions at that institution.

MARIE-PIERRE VILLENEUVE

Marie-Pierre Villeneuve, Ph.D. in social work, is an assistant professor at the Département de psychoéducation of the Université de Sherbrooke (Québec, Canada). She is a researcher at the Groupe de recherche et d'intervention sur les adaptations sociales de l'enfance (GRISE) at the Université de Sherbrooke and a university partner in the research partnership program (RE)SO 16-35. Her research focuses on adolescents' and young adults' desistance from serious and persistent offending, juvenile justice system interventions favorable to desistance, and youth exhibiting sexual behavior problems. As a new academic, she dedicates her work to the development of a desistance-focused supervision framework for young offenders. Over the past few years, she also contributed to the development of a theoretical model of the impact of formal interventions on desistance processes.

MARINA REVELI

Marina Revelli is a doctoral candidate at the Concordia Political Science department. Marina is a member of centre for Research and Expertise in Social Gerontology and the Vieillissements, Exclusions Sociales et Solidarité (VIES) partnership research team.

MELISSA MUNN

Melissa Munn is an activist and academic who has researched and written about long term incarceration and living in the aftermath of that experience. Her co-authored book, *On the Outside*, considered the post-carcer experiences of former prisoners in Canada and is the basis of the GOSO booklet. Her recent collaborative work includes *Disruptive Prisoners: Resistance, Reform and the New Deal*, which analyzes prisoner's writing as a federal parole system was being established and *Leaving the Iron House: The Red Road Out of Prison* examines her co-author's experience of parole. Dr. Munn has been working with convicts for over thirty years and regularly travels to prisons to deliver workshops. She maintains an open-access digital archive of Canadian penal press materials (www.penalpress.com).

MELISSA VIGAR

Melissa Vigar is the Executive Director of the Brain Injury Society and has worked in the field of brain injury for almost twenty years, supporting individuals and families in both the non-profit and private sector. Melissa has overseen the design and implementation of several ABI community-based programs that focus on community integration, poverty

reduction, homelessness, intimate partner violence, criminal justice education, resourcing and support coordination. She currently sits on the ABI Network Advisory Committee and is the co-chair of the Ontario Brain Injury Association's Advisory Committee and the Civilian Co-Chair of the Toronto Police Beyond Disabilities Consultative Committee.

MICHAEL TAYLOR

Michael Taylor is a criminal justice practitioner who received his Master of Arts in criminology at Utrecht University. He is currently pursuing PhD opportunities with a vision for Canadian penal reform.

MICHEL GAGNON

Michel Gagnon holds a master's degree in social work (Laval University). He has been involved with the elderly Elderly people in conflict with the law (EPCL) for 20 years. Executive Director of Maison Cross Roads, he has set up a range of programs and residential services specifically designed to support the reintegration of Elderly people in conflict with the law (EPCL) into the community. Together with an associate (Michel Dunn) they have designed a geronto-criminological intervention model being implemented in some halfway houses in Québec, Canada. Co-investigator, member of the VIES team (Operating within the field of social gerontology, the Vieillissements, exlusions sociales et solidarité (VIES) partnership research team encourages the development and dissemination of research projects and activities on the diversity of experiences of aging and the social issues of aging).

MICHEL KLAMPH

In federal and provincial correctional institutions as well as community settings, Michel has combined professional work as a community animator, educator, and social worker with volunteer efforts on behalf of the Peace Education Program. This program has been shown to support individuals to make positive choices, have self-awareness and use their own inner strength to help build the foundations for personal change. This inclusive and non-political program has shown quantifiable improvements in wellbeing for participants from corrections, probation, and parole. With a diploma in special care counselling from Humber College, a Bachelor of Arts from Carleton University, a certificate in Adult Education from the University of Calgary, for 30 years Michel's focus has been on working with those who have faced systemic barriers to community integration and participation. Michel has worked to promote, support, and facilitate the Peace Education Program in Canada and internationally since 2013. Michel's efforts with people from diverse backgrounds, needs and strengths have created opportunities for successful partnerships which advocate and build support in communities to ensure no one is left behind.

MIHAELA TOMITA

Mihaela Alida TOMITA is Professor at the Department of Social Work, Faculty of Sociology and Psychology from West University of Timisoara, Romania. She represents the International Center for interdisciplinary research on human rights (ICIRHR) from West University of Timisoara. Her professional, academic and scientific activity is closely related to the therapeutic and educational approach of young offenders and young with substance abuse disorders, militating and promoting intervention strategies and alternative sanctions in the criminal justice system. Author and coauthor of several books and articles on the field, she coordinates and participates in research and intervention projects with budgetary and European funds in child protection, probation system, resilience of victims and offenders etc. She is member of the International Association for the Promotion and Dissemination of Resilience Research

MOHAMMAD SHAHABSAFA

Dr. Shahabsafa is a national leader in optimizing business processes in corrections. Mohammad earned his Ph.D. in Industrial and Systems Engineering from Lehigh University, Bethlehem, Pennsylvania. He is the CEO of Optamo and has been working in support of the corrections industry for over 8 years. Mohammad has been awarded the INFORMS Daniel H. Wagner Prize in 2017 and the IISE Outstanding Innovation in Service Systems Engineering in 2019 for developing the Inmate Assignment Decision Support System. As the CEO of Optamo, he has led the implementation of the inmate assignment and scheduling projects in Pennsylvania and Georgia.

OLUWAROTIMI BABLOLA

Oluwarotimi Bablola is currently working as Assistant Controller of Correctional Service and Officer – in – Charge, Nigerian Correctional Service, Canine Unit, Ado Ekiti Custodial Center. Former Chief Superintendent of Corrections and Officer – in – Charge, Nigerian Correctional Service, Canine Unit, Ado Ekiti Custodial Center. Extensive experience in management of medical animal-management within the correctional system.

OLUWAYOMI JACOB AGUNBIADE

Oluwayomi Jacob Agunbiade enlisted into the Nigeria prison. He started at the Nigeria Correctional service in 1993 as a general duty officer. He rose through the rank and file to the present rank of Deputy superintendent of correction.

He has undergone a series of training on custodial management and also directs court duties. He has vast experience both as a junior and senior officer. Hobbies include sport, reading and traveling.

PAMELA GABRIEL-FERLAND

Pamela Gabriel-Ferland (McGill University) is Mohawk from Kanieke'ha:ke nation. She is in the process of completing her MA in Couples and Family Therapy. Her work is based in social work theories, traditional Indigenous healing, anti-oppressive practice, and decolonization.

PATRICIA GAMLIEL

Patricia Gamliel is an attorney and partner at Dunton Rainville, a law firm in Quebec. She is also presiding teachers Inquiry Committees for the Quebec Minister of Education Her volunteer work include: Chair of Women in Law Forum – Canadian Bar Association (Quebec division) and member of the executive at the national level of the Forum Chair of the executive Committee-Evasion Maison Gilles Carle Member of the executive - Chess Federation of Canada Member of the Social Committee - Fédération Internationale Des Échecs (FIDE).

PATRICK LUSSIER

Patrick Lussier is a Professor (full) at the School of Social Work and Criminology at Université Laval, In Quebec City, Canada. He is also a researcher at the Centre International de Criminologie Comparée. His research expertise includes sexual offending, developmental and life course criminology, criminal careers and offending trajectories, risk assessment and risk management. He has over 150 scientific publications and his work has been published in journals such as Criminology, Criminal Justice and Behavior, Journal of Criminal Justice and Sexual Abuse. He recently published a book entitled Understanding Sexual Offending: An Evidence-Based Response to Myths and Misconceptions (Springer, 2021).

PATRICK O'BRIEN

Patrick O'Brien is a graduate of St. Thomas University (B.A. Sociology) and the University of Ottawa (M.A. Applied Criminology). His career spans 40 years in progressively more responsible positions in youth and community corrections, adult institutions and post-secondary teaching. First appointed in 1998 and reappointed in 2003, Patrick returned to the Parole Board in 2018 after ten years in municipal government as Director of Human Resources for the City of Moncton. A champion of community engagement in the areas of support for women experiencing violence in rural settings and post secondary opportunities for adults from African Canadian communities, his more recent work on youth mental health initiatives has been recognized with the YMCA Peace Medallion and Governor General's Meritorious Service Medal. Most recently, Patrick's work has been oriented towards supporting under funded inner city charitable programs.

PETER BROWN

Peter Brown – National Program Coordinator, 7th Step Society of Canada 7th Step member of the Halifax chapter since 2014 and has sat on the National board as a director since 2015. Peter Graduated from the Social Services Program at NSCC in 2018 and has been working in the field of conflict with the law and addictions for 6 years. Peter comes from a background of a lot of lived experience in both these topics and gives back to his community in many ways through volunteer work. Peter believes that a person's past can be an asset in helping others when harnessed properly.

PHIL SELLERS

Phil Sellers, Chief Information Officer for the Georgia Department of Community Supervision has more than 32 years of experience in Georgia Public Safety. He has served in many capacities over his 32 years including Probation Officer, Prison Counselor, Deputy Warden, and Chief Technology Officer for the Georgia Department of Corrections and the State Board of Pardons and Paroles. Currently Phil serves as the CIO for the Georgia Department of Community Supervision. Phil is a native of south Louisiana and graduated from the University of Southwestern Louisiana with a BS in Business Administration . He is a graduate of the Georgia Law Enforcement Command College and holds a Masters Degree in Public Administration from Columbus State University in Georgia.

PIA ANDERSSON

Pia Andersson has started her carrier in the Prison and Probation Service in 1993 as a social worker in a prison, and then from 1994 to 2012 she worked in the Probation Service as a social worker, deputy director and as senior manager for the Assessment Centre. From 2012 she has been working as a Senior Specialist in the Central Administration of the Prison and Probation Service in Finland. She is a specialist in community sanctions and measures, assessment work, work methods and in individual and digital rehabilitation and treatment. Project work, electronic monitoring,

national development work, staff and co-partner training, writing handbooks and guidelines as well as legislative matters are part of her work tasks too. Pia Andersson is a member of the Board of the Confederation of the European Probation, CEP, the Chair of the Technology Expert Group of CEP and a member of the Electronic Monitoring Preparation Group of CEP. She has also worked in international projects.

PIERRE CARMONA

Director Construction, CORCAN, Correctional Service of Canada. Pierre graduated from École Polytechnique de Montréal with a Bachelor in Mechanical Engineering (Design and Production). Pierre began his career with CORCAN, Correctional Service of Canada, more than 30 years ago, working almost all his career in CORCAN, including as Senior Engineer, A/Director Corporate Affairs, A/Senior Director, Operations, and his current role as Director Construction. Since taking on the role of Director Construction, two Community Industries have been implemented, with two more anticipated. He has also worked to enhance the development of modular construction services, including expanding agreements with Indigenous communities in response to their housing needs.

POPKO DE VLUGT

Drs Popko de Vlugt MBA/MBI is head of IT at Reclassering NL (Dutch probation organization) since the start of 2021. He has a Masters Degree in Psychology and Business Administration. He has wide professional experience in IT in both public as well private.

RENÉE HENSKENS

Dr. Renée Henskens works at the University of Applied Science in Utrecht (HU; The Netherlands). She is a practice-oriented researcher with a great interest in how professionals act methodically in a judicial context. Working in the forensic social field is disruptive: Renée's ambition is to investigate, -together with researchers, professionals and clients-, how practice can be improved by connecting scientific knowledge, professional expertise and client experiences. Until 2018, Renée was a policy advisor at the Dutch Probation Service so she was closely involved in daily practice. Currently, Renée is a project leader of various research projects in the research group Working with Mandated Clients at the HU. She is also a teacher at the master's degree programme Forensic Social Professional.

RICK SAUVÉ

Rick Sauvé has worked with St. Leonard's LifeLine and Peer Life Transition for the past 20 years. His one-to-one work within federal correctional institutions prepares Lifers to successfully transition from a correctional environment to living life on parole. As part of his work, he has assisted at over 400 parole hearings and has provided workshops for Parole Board of Canada and Corrections. Over the past three years, Rick has developed and delivered the Break Away gang disaffiliation program at Collins Bay, Warkworth, Fenbrook and Beaver Creak Institutions. Rick earned degrees in criminology and psychology while in prison and in 2017, he was the recipient of the Ed McIsaac Human Rights in Corrections Award.

ROBERT S. WRIGHT

Robert Seymour Wright is a Social Worker and Sociologist whose 31 year career has spanned the fields of education, child welfare, forensic mental health, trauma, sexual violence, and cultural competence. A "clinician/academic/administrator," he has always integrated his work delivering direct practice clinical service to clients with teaching and supervising interns, and promoting lasting systemic change through social policy advocacy. He also consults, trains, speaks and comments on a wide range of issues. His extensive pro bono work gave birth to The Peoples' Counselling Clinic, a non-profit mental health clinic. His pioneering work with colleagues in cultural competence and conducting cultural assessments has received national attention.

SAKIKO ISHIDA

Sakiko Ishida is PhD candidate and young researcher. She is Assistant Professor, Research Center for Social Systems, Shinshu University and PhD candidate, Waseda University in Japan. Her major is criminal policy and rehabilitation for offenders. Her research interest includes the coordination of criminal policy and social-welfare policy for offenders and multi-agency cooperation.

SARA JOHNSON

Sara Johnson has been conducting social science research within the federal public service, primarily in the area of criminal justice, since 1996 when she joined the Research Branch at the Correctional Service Canada as a student and later becoming a Research Officer in 2000. She has also worked at Statistics Canada (in Criminal Justice and Health Statistics) and in the Evaluation Division and the Rights, Redress and Resolution Branch at the Correctional Service Canada. Sara currently is the Senior Research Manager responsible for managing the Interventions and



Women Offenders portfolio within the Research Branch. Sara has conducted research in diverse areas such as community corrections, addictions, women offenders, offender assessment and security threat groups such as radicalized offenders. Ms. Johnson holds a Masters degree in Experimental Psychology from Carleton University, with a concentration in Forensic Psychology.

SARAH BYRON

Sarah Byron is the Manager of Board Member Training at the Parole Board of Canada. She has worked for the Parole Board of Canada for 10 years in various capacities, including supporting the Chairperson of the Parole Board in her role as Co-Chair of the ICPA's Taskforce on Women and Community Corrections. Sarah was also a member of the Parole Board of Canada's working groups on Women Offenders, and Gender Based Analysis Plus.

SARAH CHAND

Sarah Chand has over 30 years' experience in Probation, having started as an unqualified Probation Service Officer and now leading the Probation Service in the West Midlands region. She led her area through the Transforming Rehabilitation change in 2014, when Probation Trusts were dissolved and the public National Probation Service and private Community Rehabilitation Companies were created, and in 2021 led it back through the re-unification of Probation to the current Probation Service. The Probation Service is responsible for the management of adults in the criminal justice system, from writing reports for court, managing individuals in custody, in the community and on licence, providing interventions such as accredited programmes and unpaid work, and working with victims. The West Midlands is one of 12 regions across England and Wales. Sarah also has the national lead for Learning and Development across the whole Probation Service.

SARAH CRAM Sarah Cram is a Research Assistant on the Operational Research Team in the Research Branch of the Correctional Service of Canada. Sarah began working at CSC in 2018 and has worked on various projects since then, including Veterans in federal custody, security threat groups and gender diverse offenders. Sarah is currently completing her Master's degree in European, Russian, and Eurasian Studies at Carleton University.

SCOTT MAURER

Scott Maurer is the Assistant Commissioner of the Georgia Department of Community Supervision. In this role, Scott oversees several divisions within DCS including: Budget, Field, Human Resources, Information Technology, and Strategic Planning & Research. Throughout his career, Scott has held several leadership positions with the Department of Corrections and the State Board of Pardons and Paroles to include: Acting Statewide Manager of Day Reporting Centers, Statewide Manager of Field Services, and most recently Director of Operations Support. Scott holds a Bachelor's degree in Criminal Justice and a Master's degree in Public Administration.

SERESE SELANDERS

Seresel Selanders is the CEO and Founder of SolusGuard, a tech company that offers a suite of workforce safety and lone worker protection solutions to help keep employees safe. Prior to SolusGuard she worked for more than 20 years as a senior executive in the banking and financial services industry. She serves on the Board of the Saskatchewan Health Quality Council and is a fierce community advocate and mentor for numerous women-owned businesses. Serese holds an MBA and BA.

SHAIBU AL-HASSAN

Shaibu Al-Hassan has over 9 years experience as a senior Corrections Officer in the Ghana Prisons Service and is currently, the deputy Regional operation officer of the Western Region and the Sekondi Central Prison. He is an accountant by profession tasked with instituting proper accounting and financial measures to ensure compliance with the laws and regulations governing Financial Administration in Ghana. He holds a Bachelor of Business Administration (Accounting) and Master of Business Administration (MBA) from the Methodist University College and the University of Cape Coast respectively. Shaibu Al-Hassan is committed to the reformation and rehabilitation of inmates in prison custody, as well as their smooth integration into society upon discharge through continued guidance and mentorship programs. In this respect, he has over the years conducted several Bio-psychosocial assessment of inmates towards recommending appropriate sentence plan for inmates whilst they remain in Prison custody. Again, he offers therapeutic counselling and prepare inmates for discharge, as well as deliver after care services to ensure that they are fully reintegrated with their families and communities. Al-Hassan hopes to institute more rehabilitative and reformatory programs in the prison, conduct evidence-based research, champion restorative justice, and forge partnerships with individuals, groups and organizations with the goal of bringing into fruition the developmental agenda of the Ghana Prisons Service.



SHANNA FARRELL MACDONALD

Shanna Farrell MacDonald is a Senior Research Officer with the Operational Research Team in the Research Branch, Correctional Service of Canada. Shanna's recent research work has focused on Veterans in federal custody, offender risk assessment, Indigenous services and interventions, management of sub-populations such as Security Threat Groups, and gender diverse offenders. Other areas of interest include data governance and management.

SHOJI IMAFUKU

Mr. Imafuku started his governmental career in 1985 in the field of community-based treatment of offenders. Throughout his career, he held numerous high-level positions including serving as a professor at UNAFEI, the director of a probation office and a number of important positions at the Rehabilitation Bureau of the Ministry of Justice.

SONYA MCLAREN

Sonya McLaren is a PhD student in forensic psychology at Carleton University under the supervision of Dr. Ralph Serin. Her research predominantly focuses on justice-involved person change, with a specific focus on implications for decision-making and policy. Her research interests include parole decision-making, justice-involved person change and rehabilitation, risk assessment, mental health in corrections, and extreme violence.

STÉPHANIE CHOUINARD

Stéphanie Chouinard Thivierge is a PhD candidate in social work at Université Laval in Quebec City, Canada. Her works have recently been published in *Sexual Abuse, Child Abuse and Neglect*, as well as in *Youth Violence and Juvenile Justice*. Her research interests include adolescents who have perpetrated a sex offense, criminal careers, desistance from offending, and the juvenile justice system.

STEPHEN PITTS

Steve Pitts began his career as a probation officer and manager in London. National positions included founding member of an evidence-led practice development unit, and responsibility for probation service partnerships and community (re)integration. Following secondment to the European Union as an advisor to new probation services, he returned to the UK to lead the prison and probation services' international justice assistance and research programmes. He has been involved in the World Congress "movement" from the outset, and is an enthusiastic supporter of international exchange and learning. He now works independently and with organizations including the UN, Council of Europe, and Netherlands Helsinki Committee (NHC) to help establish and strengthen probation / community corrections provision in Europe and with jurisdictions worldwide. He contributes to a number of international organisations and working groups in the probation / community corrections field and is honoured to act as Ambassador to the Confederation of European Probation (CEP). He has a long and effective cooperation with his co-presenter Leo Tigges.

STEVEN DEVEAU

Steven Deveau is a recovering addict, ex-offender, and core member of the 7th Step Society. "His life's journey has been a tremendous teacher," he understands the struggles embedded with mental health, addiction, relapse, and recovery. He lived with the turmoil of displaced anger. His promise is to help those that are interested in learning about the journey to recovery as he once believed it was not possible and today, he is one of the few that have found it." After a childhood shaped by trauma, years of challenges with mental illness, addiction, crime and incarceration, Steven has reclaimed his life. He is 9 years sober, has a supportive partner of more than 20 years, and has furthered his education and career. He's led a crime-free life for more than a decade and has received a pardon for his efforts. Steve now uses his lived experience and training to support others to make positive changes in their own lives. Steven is committed to helping others and making amends. He provides peer support, coordinates housing placements, and delivers wellness and anger management programs. He shares his story with students at schools, delivers the 7th Step program at the Nova Institution for Women and the Central Nova Scotia Correctional Centre, participates in Nova Scotia Health patient advisory council meetings and supports 7th Step Society members who may be struggling. Most recently, Steven has been working as co-researcher on the 7th Step Society Peer Research Team to learn more about people's reintegration needs following incarceration. He has also co-written a chapter for a book on the topic of stigma associated with substance use disorders that will soon be published by Cambridge University Press. He has been awarded as an Outstanding Individual for the Mental Health Foundation of Nova Scotia.

SUKI BINNING

Suki Binning is a qualified social worker and probation officer with 26 years of experience in the justice system in England and Wales. During her career in probation, Suki has been passionate about its role in protecting the public and supporting individuals as they progress on their rehabilitative journey. Most recently, Suki took on the position of Chief Social Worker, alongside her Executive Director role leading the justice and social care division that sits

within the employee-owned Seetec Group, which was launched last year under the Interventions Alliance brand. As a probation officer, Suki held a variety of positions, including specialist roles in sex offender and group work teams, in addition to her operational experience she has also held the role of Senior Policy Advisor on Women Offenders at the Ministry of Justice. During her tenure as the Chief Executive Officer of the Kent, Surrey and Sussex Community Rehabilitation Company (KSS CRC), Suki saw through its transition to the private sector, under her leadership, government inspectors judged KSS CRC in 2017 to be "...performing well...". As an advocate for an evidence-based approach in the justice system, she launched a probation practice research unit, working alongside practitioners to develop best practice and thinking around new interventions to improve outcomes. Suki would describe the highlight of her career to date as the opening of Eden House, an independent approved premises supporting women who pose a high risk of harm to the public.

SUZANNE COSTELLO

Suzanne Costello has been Artistic Co-Director of Stuart Pimsler Dance & Theater (SPDT) since 1984 and is Director of the company's Arts & Health, Arts & Education, and Community Inclusive Programs. She has created and implemented thousands of workshops throughout the U.S. and abroad with a multitude of populations: caregivers; stroke survivors; persons with cancer; veterans; K-12, college, and university students; and incarcerated populations at Napa State Hospital (California), Citrus Health Residential Facility for Adolescents (Florida), and Minnesota Correctional Facility. Most recently, Ms. Costello submitted an SPDT proposal to the National Endowment for the Arts (NEA) for an extensive movement and visual arts project with inmates and staff at the South Dakota State Penitentiary in 2022-23. A native of St. Paul, MN, with a BA in Dance from Washington University in St. Louis, she began her career in New York City, performing with many companies including David Gordon Pick Up Co. Ms. Costello's choreographic work has garnered three Choreographic Fellowships from the Ohio Arts Council as well as commissions from national dance companies and individual artists. She has been a Guest Artist at numerous colleges and universities, both in the U.S. and abroad. Relocating to Minneapolis in 2000, she was twice Sage Cowles Guest Artist at the University of Minnesota as well as Adjunct Faculty in the Department of Theatre Arts & Dance there for six years. Ms. Costello has served as Panelist for Minnesota State Arts Board, Metropolitan Regional Arts Council, Medtronic Foundation, Kentucky Arts Council, CultureWorks (Ohio), and The Society for Arts & Healthcare. She has served as a Professional Consultant for the Global Health Alliance and has presented at national and international conferences, including the International Conference on Culture, Health & Wellbeing, Bristol, U.K.; National Organization for Arts and Health (NOAH), Austin, TX; Performing Arts Exchange, Atlanta, GA; and Expressive Arts Summit, NY. She has a long history of working with diverse groups, including creating performance work featuring community members. In 2016, she was commissioned by Gilda's Club/Twin Cities (Minnesota) to create an original stagework focusing on the stories of those impacted by cancer. The evening-length work, LISTEN / Stories of Cancer told through Movement, Music & Voice, featured 22 Gilda's Club participants performing alongside SPDT company artists and is the subject of a PBS documentary (TPT.org/listen). Most recently Ms. Costello was commissioned by University of Alabama Birmingham Institute for Arts in Medicine to create an original stagework featuring community members impacted by cancer. This project, Raising Our Voices, supported in part by the National Endowment for the Arts, was presented in November 2021. In March, 2022, Ms. Costello will implement a new SPDT Arts & Health project at the Walter Reed Military Medical Center (WRMMC). Partially funded by the NEA, Our Country's Keepers will engage active duty, veterans, and caregivers in the WRMMC community. The project will culminate with a stage presentation incorporating movement, narration, and video.

SYLVIE BLANCHET

Sylvie Blanchet is the Executive Vice-Chairperson of the Parole Board of Canada (PBC). She has worked for the Correctional Service and the Parole Board since 1992. In her 30-year career she has held several positions with the Correctional Service of Canada and for the past 14 years with the Parole Board of Canada. In January 2018, Sylvie stepped down from her role as Regional Director General for the Atlantic Region in Moncton to take on the role of Executive Vice-Chairperson of the PBC in Ottawa. As the Executive Vice-Chairperson of the Parole Board of Canada, she provides leadership and advice on all matters relating to Board members including Board member appointment process, Board member training, quality assurance as well as professional standards for all governor in council appointments. She provides leadership also on the strategic planning of the PBC. Sylvie heads the Board Member Secretariat and exercises all powers, duties and responsibilities of the Chairperson in the absence of the Chairperson. Sylvie has extensive correctional experiences working in federal institutions (minimum, medium and maximum) as well as in the community. She has a strong sense of the importance of partnerships and works closely with partners in Canada and abroad. Sylvie earned her Bachelor of Social Work at the Université de Moncton. Sylvie currently serves as an international vice president for the Association of Paroling Authorities International.

TAMARA KÜPPER

Tamara Küpper has a master's degree in criminology and is Head of the Strategic Direction of the Probation Division of Flanders – Belgium since 2018. She started her career as a probation officer in 2007 and used her professional expertise and field knowledge of community sanctions and measures in various other positions (policy advisor, staff member, director of policy) within the federal Ministry of Justice and the Flemish Community. Within the Strategic Direction, a team of policy and legal advisors are among other things responsible for supporting and preparing a

coherent policy with regard to community-oriented ways of conflict resolution and sanctioning and supporting the fieldworkers by close contacts and the translation of policy and strategy into practice and vice versa.

TAMARA STUBBS

Tamara Stubbs, Deputy Director of Field Operations for the Georgia Department of Community Supervision began her community supervision career in 1989. Tami has held various positions including Parole Officer, Public Safety Instructor, Assistant Chief, Chief, Program Manager, and District Director. In her current role, Tami is responsible for ensuring that any IT development that has a potential impact on Field Operations is as efficient and effective as possible. Tami holds a Bachelor's degree in Psychology and is a graduate of the University of Georgia's Corrections Leadership Institute.

TAMÁS TERLAKY

Professor. Terlaky has published four books, edited over ten books and journal special issues, and published over 160 research papers. Topics include theoretical and algorithmic foundations of operations research (e.g., invention of the criss-cross method), design and analysis of large classes of interior point methods, computational optimization, worst case examples of the central path, nuclear reactor core reloading optimization, oil refinery and VLSI design optimization and robust radiation therapy treatment optimization. Professor. Terlaky is Founding Editor-in-Chief of the journal, *Optimization and Engineering*. He has served as associate editor of eight journals and has served as conference chair, conference organizer, and distinguished invited speaker at conferences all over the world. He was general Chair of the INFORMS 2015 Annual Meeting, a former Chair of INFORMS' Optimization Society, Chair of the ICCOPT Steering Committee of the Mathematical Optimization Society and Fellow of the Fields Institute, Fellow of INFORMS, fellow of SIAM. His research interest includes high performance optimization methods, optimization modeling and optimization problems in engineering sciences.

TANJA DEJANOVA

Tanja Dejanova is Project Coordinator on Alternatives to Imprisonment in Europe at Penal Reform International. She earned her MA in Forensic Psychology from John Jay College of Criminal Justice in New York City and collaborated with varied criminal justice stakeholders in Finland and North America as a Correctional Officer and Justice Planner. She has also worked in court diversion, higher education and social support services.

TARA GEORGE

Tara George, Regional Victim Services Manager, Correctional Service Canada, Pacific Region. Ms. George coordinates services between CSC and its partner agencies, and regularly gives presentations about victim services in federal corrections. She has been with CSC for 24 years and has held her current position since its creation in 2007. She has a Bachelor of Arts (Major Criminology) from Simon Fraser University in British Columbia and a Master of Arts in European Criminology from Katholieke Universiteit Leuven in Belgium.

TINA EVANS

Tina Evans, Community Volunteer Coordinator, Greater Ontario and Nunavut District, Correctional Service Canada. After graduating from Carleton University in 1995, with a degree in Psychology with a concentration in Criminology and Criminal Justice, Tina began her career in CSC in 1997 at the Prison for Women in Kingston, Ontario in the psychology department as Behavioural Science Technologist. Over her 24-year career, she has worked primarily in Correctional Programs, within Kingston Penitentiary, Collins Bay medium Security Institution and the Joyceville Assessment unit all in Kingston Ontario. Since 2016, Tina has been the Community Volunteer Coordinator in the Greater Ontario and Nunavut District in the Ontario Region, where she began working with CSC community volunteers. In the past 5 years, she has revived and expanded the Community Volunteer Program into the District and has assisted in the creation and development of the Queen's Correctional Services Volunteers in the Kingston area to what it is today.

TONYA VAN DEINSE

Tonya Van Deirse, PhD, MSW, is a research associate professor at the University of North Carolina at Chapel Hill School of Social Work and a mental health services researcher focused on the development, implementation, and evaluation of interventions that span the mental health and criminal justice systems. Dr. Van Deirse's research projects focus on approaches to probation for adults with mental illnesses, using implementation science to enhance the uptake of specialty mental health probation, and implementing and evaluating integrated re-entry programming for adults with co-occurring substance use and mental health disorders exiting county detention.

TRACEY BONE

Dr. Tracey Bone is an Associate Professor in the Faculty of Social Work at the University of Manitoba. She joined the faculty following an earlier career with the Correctional Service of Canada. Her areas of expertise include criminal

justice, mental health, feminist social work practice, and interpersonal communication. Using an intersectional lens, she incorporates these areas in her work in and with the Deaf communities in Manitoba. She is currently conducting a mixed methods study with a provincial organization (Manitoba Possible) to explore the mental health and service access needs of Deaf and hard of hearing Manitobans. Dr. Bone will extend the focus of her current study to discuss communication strategies necessary to facilitate effective language access for members of this minority community.

TRIONA LENIHAN

Triona Lenihan is Policy and International Advocacy Manager at Penal Reform International, an NGO that works with government and civil society actors towards fair and effective criminal justice worldwide. With almost 10 years' experience in human rights advocacy on varied criminal justice, women's and children's issues, Triona leads PRI's engagement with the UN and other institutional actors. She holds an LLM in International Human Rights Law and Public Policy from University College Cork.

VERONICA BALLARD CUNNINGHAM

Veronica Ballard Cunningham is the Executive Director (CEO) of the American Probation and Parole Association (APPA). She heads operations of the professional membership association comprised of probation and parole professionals as well as other community corrections/supervision stakeholders. She supports the strategic direction of APPA's 15-member volunteer Board of Directors. Ms. Cunningham served as a justice system practitioner and reentry professional and executive for more than 30 years. She held the top leadership positions in two of the largest community corrections agencies in America – Texas Department of Criminal Justice-Parole, where she led a team of 2,400 employees and managed a nearly \$200 million budget, and the Cook County Adult Probation Department (Chicago) which is one of the most extensive unified court systems in the world. She also performed related work in both private and NGO sectors, including the Vera Institute of Justice. She is a member of several professional organizations, recipient of numerous awards and recognitions, published in justice industry journals, and serves on several task forces and boards. Ms. Cunningham has a master's degree in Criminal Justice from Louisiana State University.

VLADIMIR KHELADZE

Vladimir Kheladze is the Deputy Head of the National Agency for Crime Prevention, Execution of Non-Custodial Sentences and Probation. His competence covers the fields of the execution of non-custodial sentences, probation and the finances of the Agency. Mr. Kheladze previously held senior managerial positions in the Agency, including being as the head of the Organizational Support Department and Administration and before joining public service had more than a decade-long legal practice as an Assistant of the Judge in various courts of Georgia. He holds Masters' Degree in Law from the Caucasus Academic Center and an LLM in International Business Law from Chicago-Kent School of American Law.

WADE WARREN

Wade Warren has worked in the criminal justice field since 1984. From 1989 to 1997, he was employed with the Rhode Island Department of Corrections. In 1997, Warren was appointed as a U.S. Probation Officer in the District of Rhode Island. In 1999, he transferred to the District of North Dakota and was promoted to Supervising U.S. Probation Officer in 2001. In July 2006, he was appointed as the Chief U.S. Probation Officer for the District of North Dakota. As the Chief, Wade has placed strong focus on officer safety and wellness, progressive work in Indian Country and with high risk cases, implementation of evidence-based practices, and innovative approaches to establishing and sustaining successful organizational cultures. Wade Warren completed his Bachelor of Science degree at Minot State University and his Master of Arts degree at Anna Maria College, Paxton, Massachusetts. B4: Michel Klampf, Volunteer (Canada)

WANDA GABRIEL

Wanda Gabriel (McGill University) is Mohawk from Kaniekie'ha:ke nation. She is an assistant professor in the School of Social Work. Traditional teachings, social work theories and experiential techniques guide her research and practices as a national trainer and facilitator.

WENDY VANDERWAL MARTIN

Dr. Wendy VanderWal Martin (she/her) serves as the Associate Director of CoSA Canada. Wendy is a passionate advocate for restorative justice recognizing that our shared relationships are the conduit for human flourishing.

WILLIAM D. BURRELL

William Burrell is an independent corrections management consultant specializing in implementation of evidence-based practices in community corrections. From 2003 to 2007, he was a member of the faculty in the Department of Criminal Justice at Temple University in Philadelphia. Prior to joining the Temple faculty, Bill served for nineteen years as chief of adult probation services for the New Jersey state court system. He has consulted, and developed and delivered training on evidence-based practices for probation and parole agencies at the federal, state and county levels across the US. His

book, *Community Corrections Management: Issues and Strategies*, was published in 2012 by the Civic Research Institute. Bill is currently the lead consultant for an NIC-funded project at Temple University-Harrisburg to revise and update four core NIC evidence-based practices report. He is also leading an NIC-funded project with the American Probation and Parole Association to develop standards for adult probation and parole.

WILLOW BAKER

Willow Baker (Simi Valley, California) is the Program Director for The Prem Rawat Foundation's signature Peace Education Program as well as an ambassador for the Institute of Economics and Peace and a member of the American Probation and Parole Association's International Relations Committee. Ms. Baker has extensive experience with international collaborations to support innovative and effective programs that empower people to discover their humanity and live their lives with dignity and respect for themselves and others. The Prem Rawat Foundation is a humanitarian organization that advances dignity, peace, and prosperity by addressing the fundamental human needs of food, water and peace. The Peace Education Program has been translated into 35 languages and implemented in more than 85 countries. Ms. Baker is bilingual in English/French.

YOLANDA BETHEA

Yolanda R. Bethea serves as the Deputy Associate Director of the Operations Support Division with the Court Services and Offender Supervision Agency (CSOSA) for the District of Columbia. She serves as the deputy operations support official of the Offender Supervision and Intervention Services Division (OCSIS). This division is charged with the direct supervision of adult offenders sentenced to probation or released to parole or supervised release within the District. Ms. Bethea has dedicated over 27 years in the field as a community corrections professional, at the federal, state, and local level. Ms. Bethea is committed to the advancement of work processes by grounding the mission of community supervision in evidence based practices, utilizing technology to enhance close supervision and risk containment strategies, and employing cognitive behavior interventions to achieve positive offender change. She formerly served as the Interim Associate Director for the Community Supervision Services Division at CSOSA and the Northern Regional Director of Parole and Probation for the Maryland Department of Public Safety and Correctional Services. Ms. Bethea is actively pursuing her Doctorate of Ministry Degree from United Theological Seminary. She earned her Master of Arts Degree from Loyola University, her Bachelor of Arts Degree from Mercer University and she earned a post graduate Certificate in Public Leadership from the Brookings Institution. Ms. Bethea is currently a member of the American Parole and Probation Association (APPA) and serves actively in the development of emerging leaders across the nation as a member of the APPA Leadership Institute Panel of Experts.

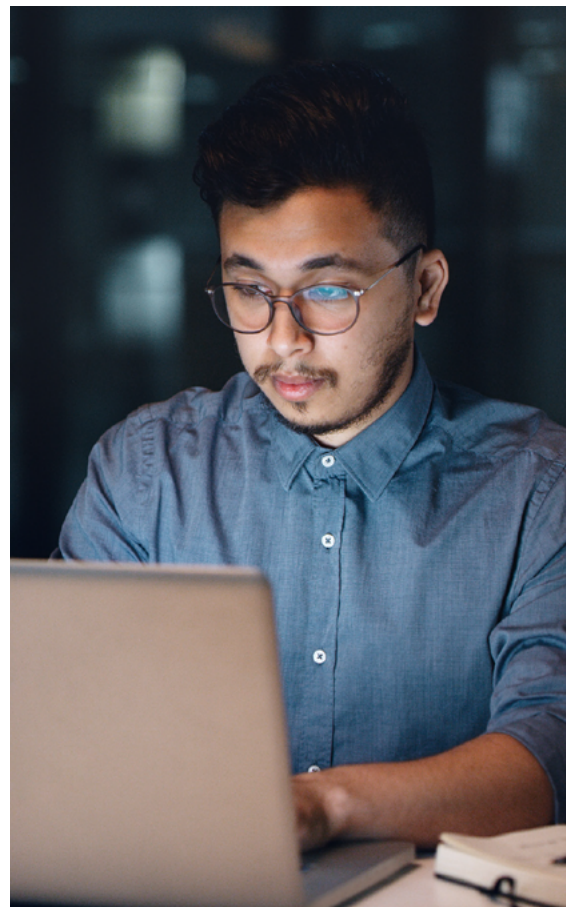


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