



## Mission

Effective, just and humane responses to crime and its causes.

## Methods

In furtherance of its mission, the society:

1. Provides for the effective integration into the community of those in conflict with the law, and provides, or encourages others to provide, services to those in contact with, or affected by the criminal justice system;
2. Promotes changes in the law and the administration of justice which will lead to the more humane and effective treatment of individuals;
3. Promotes citizen awareness of the problems of crime and its causes, acceptance of responsibility to respond to these problems and involvement in the delivery and management of justice-related programs;
4. Promotes the fair and humane treatment of all incarcerated persons and seeks to ensure that all forms of detention and imprisonment comply with relevant legal and human rights standards.

## Description

The John Howard Society of Ontario is an organization of citizens who accept responsibility for understanding and dealing with the problems of crime and the criminal justice system.



**Bruce F. Simpson**

President  
John Howard Society of Ontario



**Paula Osmok**

Executive Director  
John Howard Society of Ontario

2015 marks the implementation of our John Howard Society of Ontario's (JHSO) new Operational Business Plan. Our focus, through to the end of 2016, will be to build on the momentum of the previous plan and continue to focus on five priorities: to be a key change agent and influencer for an effective, just and humane criminal justice system; to be a leader in criminal justice research; to support our local offices for increased impact and success; to promote programs and services which are evidence-based and produce positive outcomes; and to strengthen our organization and our financial sustainability.

Our Plan continues to emphasize the Society's role in the promotion of criminal and social justice issues through public education, as well as leadership in research that meaningfully contributes to the literature and knowledge base. Program evaluation continues to be a vital role of JHSO as it ensures that we provide services which yield the positive impacts we aim for. Program evaluation enables us to examine what works, what does not work and why, so that the necessary changes can be made to ensure effective service delivery.

This past year, the Centre of Research, Policy & Program Development (the Centre) at the John Howard Society of Ontario, through its [research](#), [policy](#) and [public education](#) work has actively been raising awareness about the wide-ranging and detrimental impacts of police records and the increasing reliance on police record checks as a screening tool across many sectors and industries.

The Centre's 2014 report [Help Wanted\\*: Reducing Barriers for Ontario's Youth with Police Records](#), examined the hiring practices of Ontario employers – specifically, employer use of police records in the hiring process in Hastings and Prince Edward Counties. Among our findings:

- 51% of the organizations surveyed require police background checks of prospective employees.
- 15% of employers who require record checks reported that they will not hire anyone with a criminal record regardless of the nature of record, how much time has passed since it was acquired, or its relevance to the job position.

The report garnered significant positive media coverage, bringing much awareness to the barriers facing individuals with police records, and in particular, how the disclosure of non-conviction information on police record checks is impacting thousands of Ontarians.

Also in this past year, the Centre and the Canadian Civil Liberties Association (CCLA) teamed up to deliver educational workshops on police record checks across the province of Ontario. This workshop series, entitled On the Record, funded by Law Foundation of Ontario, has been delivered to over 1850 attendees in venues all across our province. The feedback received in response to these sessions has been overwhelmingly positive, and the demand for more workshops continues.

As part of this project, the Centre and CCLA launched detailed On the Record information guides in November 2014 aimed at two distinct audiences: *1) Ontarians affected by non-conviction records and/or the social service providers and legal professionals who assist them and 2) those frequently requesting police record checks: employers, volunteer organizations, human resources personnel, educational departments and vocational associations in Ontario.*

The Centre's knowledge mobilization and collaboration efforts, along with face-to-face consultations, were a key driving force behind the updated Guideline for Police Record Checks issued by the Ontario Association of Chiefs of Police (2014), and the provincial government's commitment to *regulating police record checks in Ontario*. I believe the Board will join me in congratulating our staff for the very hard and skillful work that was done to achieve a major success on an extremely important issue.

Significant collaborative efforts involving all JHS offices in Ontario culminated in the successful launch of our consolidated website late last year. Feedback from both inside JHS and the broader community has been very positive and we look forward to adding a few more elements to make our website the most inviting and informative in our sector. We encourage everyone to become more engaged with the Society's exciting work across Ontario by regularly visiting our website at [johnnhoward.on.ca](http://johnnhoward.on.ca).

We provided significant support to our local offices in several areas as they continue to strengthen and grow in ways that are meaningful to their respective communities. Work continues on our newly acquired property which we expect to be completed later this year.

We would like to recognize the tremendous efforts of the members of the staff and volunteer team here at JHSO, who are directly responsible for the many successes of this past year. We also extend our appreciation to the members of our Research Ethics Board who, through their oversight, ensure that high ethical standards are stringently adhered to. A heartfelt and sincere thank you to our donors and funders, whose financial support is critical to our work. We take great pride in having earned the right to use the Ethical Fundraising Trustmark from Imagine Canada and assure our funders that we will continue to reflect everything that Imagine Canada expects of a charity. Finally, we express our gratitude to the individuals that lend their time and skills to provide oversight and stewardship on our Board of Directors.

In the upcoming year, we look forward to accomplishing the mission-based targets set out in our Business Plan and advancing evidence-based solutions to social and criminal justice issues that are effective, just and humane and help create a truly effective criminal justice system – one that serves us all, that confronts crime and its causes, and that fosters safer communities.

The block contains two handwritten signatures in black ink. The top signature is a stylized, cursive signature that appears to read 'B. H. Simpson'. The bottom signature is also in cursive and appears to read 'Paul G. Smith'.

### Board of Directors Executive Committee

Bruce Simpson	President
Ken Doan	Vice-President
Brian Cavanagh	Treasurer
Rob MacLellan	Secretary
Jim Preston	Executive Committee Member-at-large
John Rives	Executive Committee Member-at-large
Pauline Wainwright	Executive Committee Member-at-large

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Jim Bradfield	Hermon Mayers
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Abb Gilbert	Michael V. Sabo
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Paul Legacy	Trisha Simpson
Joseph Lerner	Rob Thibodeau

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Maureen Zuniga	Human Resources & Administrative Coordinator
Brenda Robinson	Financial Coordinator
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Martine Lloyd	Direct Mail Support Volunteer
Devan Katsof	Direct Mail Support Volunteer
Roberta Lindal	Direct Mail Support Volunteer
Rebecca Farrell	Direct Mail Support Volunteer

### Centre of Research, Policy & Program Development

Michelle Keast	Director
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Reza Ahmadi	Researcher and Program Evaluator
Sunny Dhillon	Researcher and Program Evaluator
Colin D'Amelio	Volunteer
Sabrina DiNicolantonio	Volunteer
Fraser McGuire	Volunteer
Hayden Moore	Volunteer
Kyle Mulrooney	Volunteer
Carolyn Imai-Compton	Volunteer
Henna Parmar	Volunteer
Jessica Sutherland	Volunteer

### Research Ethics Board Members

Anthony Doob
Nathan Innocente
Amy Klassen
Voula Marinos (Chair)
Marianne Quirouette
Kim Varma

### 2014 Award Winners

Kim Gibson-Chalmers	Dykstra Award
Kyle Mulrooney	JHSO Volunteer of the Year Award
Aida Tadese	MacFarlane Award

We would like to acknowledge the contributions of Shanno Fairfield, Mark Trumpour and Shannon Roszell, all of whom left JHSO this year. We wish them all the best in the future.



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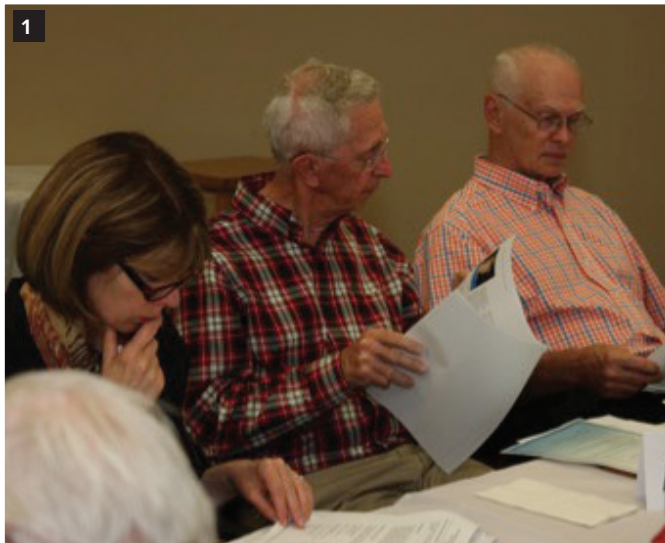
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**Ms. Christin Cullen**  
Executive Director

1. Jean LeDrew-Metcalf, Abb Gilbert and Ken Doan of the JHSO Board of Directors at the 2014 Annual General Meeting.
2. JHSO Board of Directors at the 2014 Annual General Meeting.
3. Vanessa Rhodes, 2013 JHSO Volunteer of the Year award recipient with Bruce Simpson, JHSO Board President.
4. JHSO's Jacqueline Tasca (third from left) speaking at CCLA's press conference regarding bail.
5. JHSO's Jacqueline Tasca (left) addresses the press gallery regarding the proposed Police Record Check Reform Act introduced by Community Safety and Correctional Services Minister Yasir Naqvi.
6. JHSO staff visit the site of the new building at 342 Queen St. East.





7. Event poster for joint JHS Kingston and JHSO fundraising event hosted by Rick Mercer.
8. JHSO staff with Rick Mercer at joint JHS Kingston and JHSO fundraising event.
9. Reza Ahmadi and Jacqueline Tasca giving presentation on JHSO's report "Help Wanted": Reducing Barriers for Ontario's Youth with Police Records" at the 2014 JHSO Annual General Meeting.
10. JHSO staff visiting former Kingston Penitentiary.
11. JHSO Executive Director Paula Osmok with Rick Mercer at joint JHS Kingston and JHSO fundraising event.

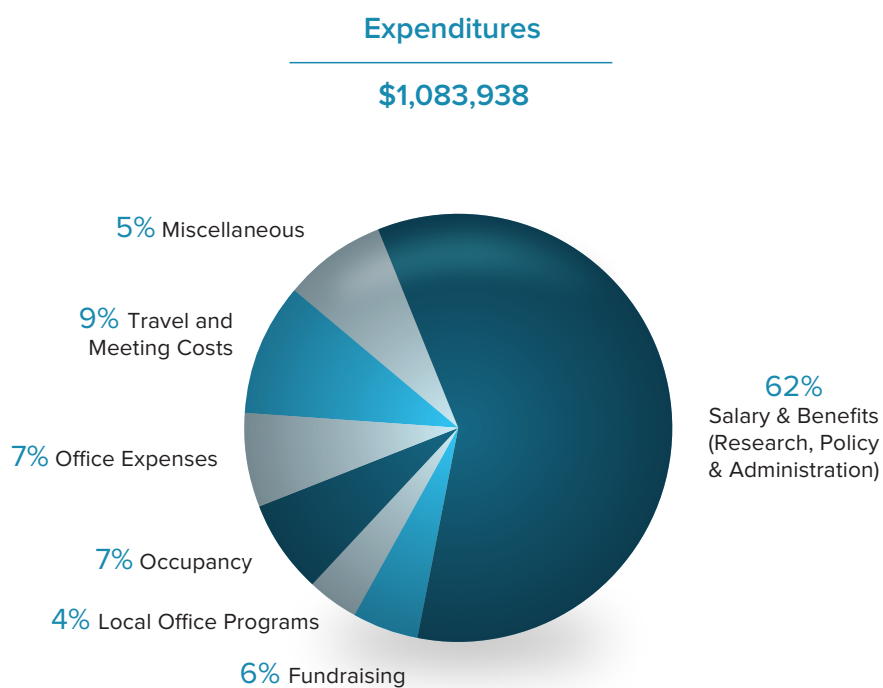
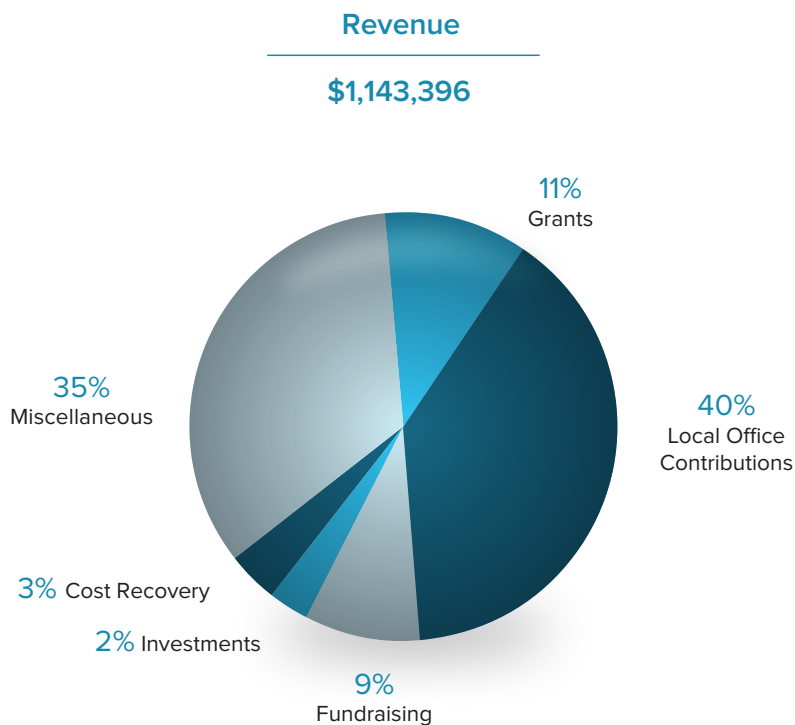




12. JHSO staff at a Team Building Event.
13. JHSO Executive Directors attending retirement party for Lori Cunningham.
14. Don Wadel, Executive Director of JHS Ottawa and Mary Campbell, former Director General, Corrections and Criminal Justice at the 2015 JHSO Conference.
15. André Marin, Ombudsman of Ontario, speaks at the 2015 JHSO Conference.
16. JHSO's Jacqueline Tasca at the "Business Roundtable on Police Records Checks" with representatives from Prince's Charities Canada, the CCLA and City of Toronto.
17. JHSO Centre of Research, Policy & Program Development staff with Kyle Mulrooney, 2014 Volunteer of the Year Award recipient.



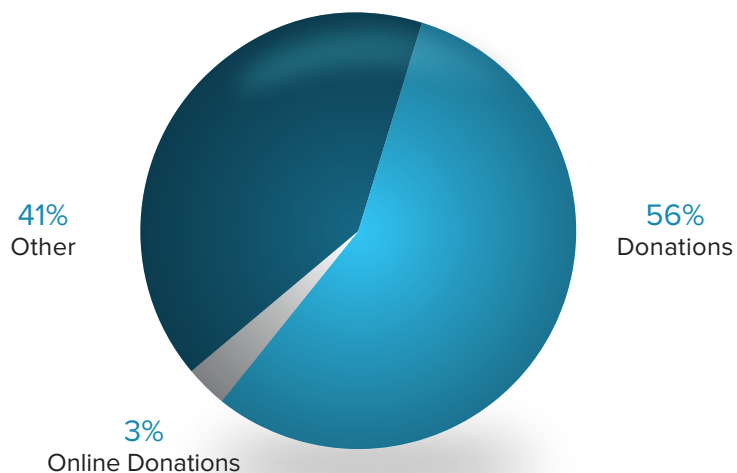
## 2014 Revenue & Expenditures



## 2014 Fundraising Revenue & Expenditures

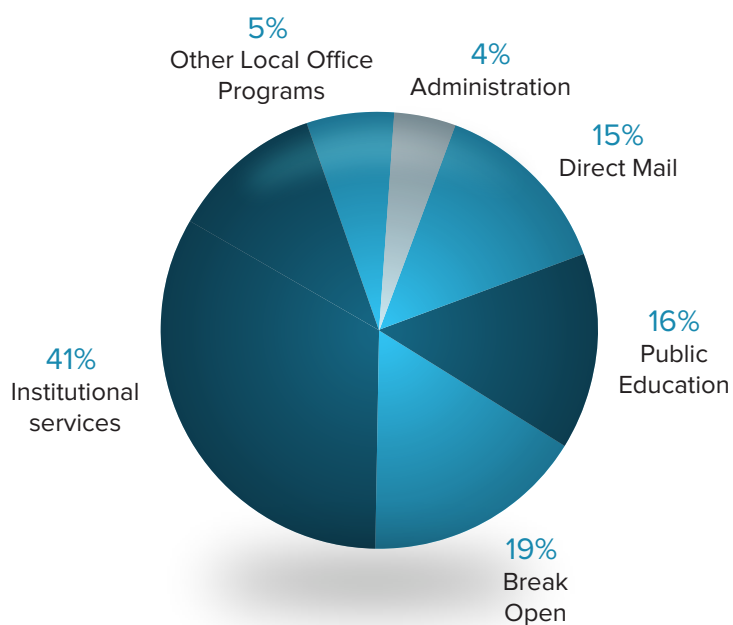
### Fundraising Revenue

\$104,557



### Fundraising Expenditures

\$104,557





Effective,  
Just and  
humane  
responses  
to crime and  
its causes

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