



JohnHoward

SOCIETY OF ONTARIO

ANNUAL REPORT 2016/17



OUR MISSION

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

OUR VISION

To provide effective integration into the community for those in conflict with the law and encourage others to provide services for people affected by the criminal justice system;

To promote changes in the law and the administration of justice which will lead to the more humane and effective treatment of individuals;

To promote citizen awareness of crime and its causes, acceptance of responsibility to respond to these problems and involvement in the delivery and management of justice related programs;

To promote the fair and humane treatment of all incarcerated persons and ensure that all forms of detention and imprisonment comply with relevant legal and human rights standards.

'ALONG THE TRACKS: COLOURS OF ABANDONMENT'

JOANNE YOUNG, 2013

Winner of the 2014 Homer Watson Legacy Award

Hand stitched fabrics, dyed with Tea and Iron

Gifted to the John Howard Society of Ontario by Fred Thompson and Daniel Hall, O.A.A

REPORT OF THE PRESIDENT AND EXECUTIVE DIRECTOR 2017



PAULA OSMOK
EXECUTIVE DIRECTOR

Paula Osmok

We are pleased to present our 2017 Annual Report of the John Howard Society of Ontario. This year marks themes of growth in the Society and driving change in criminal justice, captured both in our achievements and our exciting and innovative planning cycle.

Justice issues captured the public conscience in 2016. Bail and remand issues, solitary confinement, police records, housing, and the health of some of Ontario's most marginalized and vulnerable citizens made media headlines and drove a dialogue of reform. JHSO has positioned itself as a key voice driving this reform.

Our dedicated Board has approved new End Statements which will drive our Business Plan for the next three years. Through innovation, creativity, and sound research:

- JHSO will continue to be an influential agent in the creation of a more effective, just, and humane justice system;
- We will lead high-calibre, innovative research in the social and criminal justice sectors;
- We will continue to support and coordinate with our exceptional 19 local offices, as they deliver programs and services to individuals involved with or at risk of involvement with the criminal justice system.

Work on the new plan is already underway.

Our successes and position as a valued justice stakeholder are due to the hard work and dedication of our talented staff, including our unique Centre of Research, Policy & Program Development. The Centre has lead creative new research projects in bail, correctional health care, police records, and volunteer management, which will positively impact evidence-based policy making and the JHSO brand. All staff – including our highly valued volunteers – continue to drive important change through their passion and dedication. We strive to provide a workplace culture that is innovative, collaborative, inclusive, and allows for everyone to realize their potential.

The Ontario government has greatly improved the way in which police records are disclosed and has recently taken a number of initiatives to improve the bail situation. Research done by our staff has played a significant role with respect to those initiatives.

The federal government will be reviewing minimum sentences and the suspension of criminal records. Our hope is that Ontario and the other provinces can coordinate with JHS Canada to encourage legislative changes. It is difficult to imagine a legislative change which could better combine humanity with public safety than making criminal record suspensions more readily available to those who qualify. The suspension creates a powerful incentive not to reoffend.

Finally, thank you to our donors and supporters for your encouragement and trust, to our Board members for providing good governance and accountability, and to the members of our communities across Ontario who seek services and supports from the Society's local offices. These community members provide us with the inspiration and motivation to create a truly effective criminal justice system – one that confronts crime and its causes, and fosters safer communities.



BRUCE SIMPSON
PRESIDENT

Bruce Simpson

CENTRE OF RESEARCH, POLICY & PROGRAM DEVELOPMENT

Reintegration

In November 2016, the Centre co-authored *Reintegration in Ontario: Practices, Priorities, and Effective Models* with Dr. William O'Grady and Ryan Lafleur from the University of Guelph, and members of the Association for Effective Reintegration in Ontario (AERO). This report was the culmination of a Social Sciences and Humanities Research Counsel Partnership Development Grant, which began in 2013. The Centre worked alongside academics and front-line service providers to document best practices in discharge planning, housing, employment and education, social supports, and reducing stigma. The report is a tool for front-line service providers seeking to implement evidence-based practices, and a launch-pad to inform broader policy initiatives on effective reintegration.

Police Records

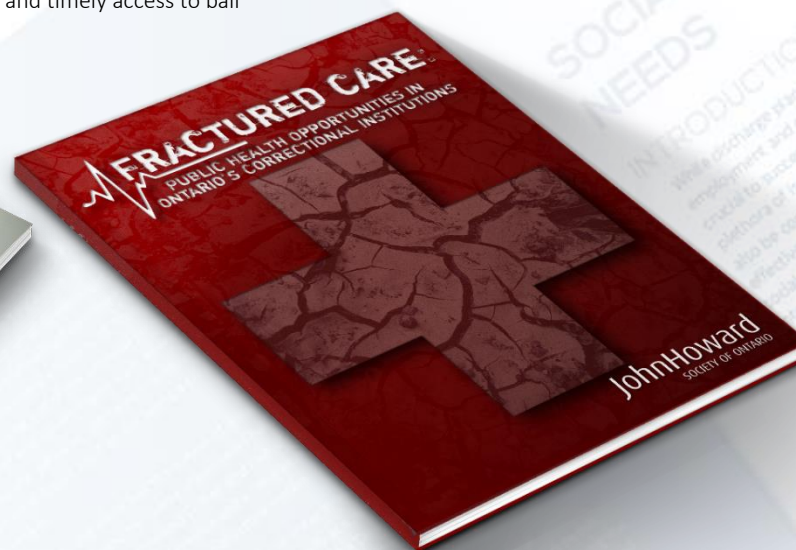
The Centre continues to build on our foundational *On the Record* and *Help Wanted** research to further investigate the deleterious use and impacts of police and criminal records. In the past year, the Centre has been working on a project funded by the Metcalf Foundation to examine the use and impact of police and/or criminal records from the perspective of employers and those with lived-experience in Toronto. Once research is complete, a report and online hub for information on police records will be launched.

Bail & Remand

The Centre has remained focused on the issues of bail and remand, and *advancing solutions* from our extremely well-received *Reasonable Bail?* report to the public and key stakeholders. Over the past year, the Centre has concentrated new research efforts on youth bail. In late 2016, the Centre began a new collaborative project with Legal Aid Ontario and the Canadian Civil Liberties Association funded by the Law Foundation of Ontario. This project will uncover underlying issues with youth bail in Ontario to ensure reasonable and timely access to bail for youth.

Public Health Opportunities

In 2016, the Centre released *Fractured Care - Health Opportunities in Ontario's Correctional Institutions* – a report detailing the complex health needs of incarcerated people, the gaps in access to care, and the need for significant health care reform in the province's 26 correctional institutions. This report was distributed to key government stakeholders and professionals in the health and legal fields. It has formed the basis of new partnerships and additional research opportunities that will continue well into 2017.



Police Records

The Centre's 2017 initiatives highlight our focus on supporting individuals' reintegration, de-stigmatizing police records, and championing a rights-respecting, equality-protective landscape in Ontario.

The Centre has delivered multiple "[On the Record](#)" police record check workshops to hundreds of employers, volunteer managers, and service providers across Ontario. These high-demand workshops educate on the impacts of police records on individual's employment prospects and best practices in hiring policy.

Other significant initiatives related to police records included:

- Multiple submissions to the government highlighting the barriers for individuals applying for a record suspension or "pardons" in Canada;
- A [publication](#) in the Toronto Star, highlighting the vicious circle of unemployment and police records.

Correctional Health Care and Solitary Confinement

Our April 2016 *Fractured Care* report highlighted the complex health needs of incarcerated people, the gaps in access to care, and the need for significant health care reform in the province's 26 correctional institutions. In 2017, we released a follow-up educational piece on correctional health care for our "[Counterpoint](#)" series. These publications, conference presentations, and networking has positioned us as a trusted voice in discussions on health care for people involved with the criminal justice system.

The late 2016 news of Adam Capay – an indigenous man who spent more than 1400 days in solitary confinement in a Thunder Bay jail – shocked the province. Year after year, we have advocated for significant reform to solitary confinement practices in Ontario. We made several submissions to the Province expressing our concerns regarding the use and oversight of segregation. Our 2017 [Factsheet](#) on solitary confinement was widely shared on social media and distributed to key stakeholders.

JHSO IN THE MEDIA:



13

 POLICY SUBMISSIONS
AND LETTERS TO
GOVERNMENT

[@ReducingCrime](#)

FOLLOWERS: 6,000+

TWEETS: 11,000+



DONOR-SUPPORTED PROGRAM HIGHLIGHTS

Transportation Program

Thanks to our compassionate donors, JHSO helps families stay connected with loved ones who are incarcerated. The Transportation Program provides low-cost transportation to federal prisons in Kingston. Without this service, it would be impossible for many families to visit their loved ones - it can cost hundreds of dollars to make the trip. When people maintain or develop connections with family while they are incarcerated, they are given the gift of hope and preparation for a healthy transition back home when released.

Institutional Services

Together, with the help of our donors, John Howard Societies across Ontario support people who are incarcerated so that they can access the support they need to start transforming their lives while they are incarcerated. Institutional Service Workers help incarcerated individuals plan for their release and build support networks in their communities. These workers meet with clients and create plans to find employment, stable housing, and/or treatment for substance and anger management issues, where needed. Most importantly, with donors' support, Institutional Service Workers help give people who are incarcerated a sense of purpose and hope. Successful reintegration planning is key to reducing risk factors of reoffending and contributes to safer communities for us all. Currently 14 local JHS offices provide Institutional Services to over 20 Provincial and Federal correctional institutions in Ontario.

BY THE NUMBERS: 2016 INSTITUTIONAL SERVICES

NUMBER OF
CLIENTS SERVED:

9,301

NUMBER OF CLIENT
CONTACTS:

21,818

NUMBER OF
SESSIONS HELD:

1,708

NUMBER OF CLIENT
REQUESTS:

11,041

NUMBER OF
VISITS BY STAFF:

1,391

NUMBER OF PARTICIPANTS
IN SESSIONS:

3,028

NUMBER OF REFERRALS
TO SERVICES:

8,589

LOOKING AHEAD

In the upcoming year, the John Howard Society of Ontario's Centre of Research, Policy & Program Development has several new projects which advance effective, just and humane responses to crime. While research, policy and public education work in regards to reintegration and health remain a key priority, the upcoming projects described below give a glimpse into what is next in 2017 and beyond.

Intersections at an Impasse: Improving Access to Reasonable & Timely Bail for Youth in Ontario

The Centre will be working in partnership with Legal Aid Ontario and the Canadian Civil Liberties Association to systematically evaluate the gaps and barriers in accessing reasonable and timely bail for youth in Ontario. This project will use a mix of administrative data and consultation with criminal justice professionals working across Ontario to develop practical solutions to the identified problems.

Police Records Hub

Staff from the Centre of Research, Policy & Program Development will be developing an online hub of free resources regarding police and criminal record checks and employment. Specific resources are being developed for both employers and individuals with criminal records. A webpage – the first of its kind in Ontario – will act as a publicly available hub for resources and information on police record checks in Ontario.

Volunteer Program Manager

Due to a successful grant application to the Ministry of Citizenship and Immigration, JHSO has hired a centralized Volunteer Program Manager to create new tools and best practices for volunteer management and supervision. The Volunteer Program Manager will work in unison with Centre staff to build the capacities of local John Howard offices and the broader volunteer sector to enhance volunteer opportunities for individuals with criminal records.



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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Ron Cuthbert	Abb Gilbert
Wanda Ivic	Mary Jane Kingston
Jean LeDrew-Metcalf	Paul Legacy
Sandy Lychowyd	Kathleen MacDonald
Hermon Mayers	Paul Mundra
Christina Ninham	Art Young
Sharlene Reynolds	Michael V. Sabo
Trisha Simpson	Rob Thibodeau

RESEARCH ETHICS BOARD MEMBERS

Nathan Innocente	Voula Marinos (chair)
Nicole Myers	Marianne Quirouette
Jane Sprott	Kim Varma

OUR STAFF

Paula Osmok	Executive Director
Maureen Zuniga	Human Resources & Administrative Coordinator
Akiko Takeshita	Fundraising & Development Officer
Miranda Queh	Financial Coordinator

CENTRE OF RESEARCH, POLICY & PROGRAM DEVELOPMENT

Michelle Keast	Director
Graham Brown	Policy Analyst
Reza Ahmadi	Researcher & Program Evaluator
Sunny Dhillon	Researcher & Program Evaluator
Rodrigo Konigs	Volunteer Program Manager

We would like to acknowledge the contributions of Jacqueline Tasca and Rob James who left JHS Ontario this year. We wish them all the best in the future.

JohnHoward
SOCIETY OF ONTARIO

Effective, just and
humane responses
to crime and its causes

www.johnhoward.on.ca
@ReducingCrime

VOLUNTEERS, INTERNS & AWARD WINNERS

VOLUNTEERS AND INTERNS

A huge thank you to our dedicated volunteers and interns, without whom our work would not be possible: Abby, Ben, Hayden, Jean-Philippe, Jessica, Jin-Su, Karson, Kate, Melvin, Molly and Safiyah.

2016 AWARD WINNERS

Tom Dykstra Award – Robbin Savage

Volunteer of the Year Award – Safiyah Husain & Hayden Moore



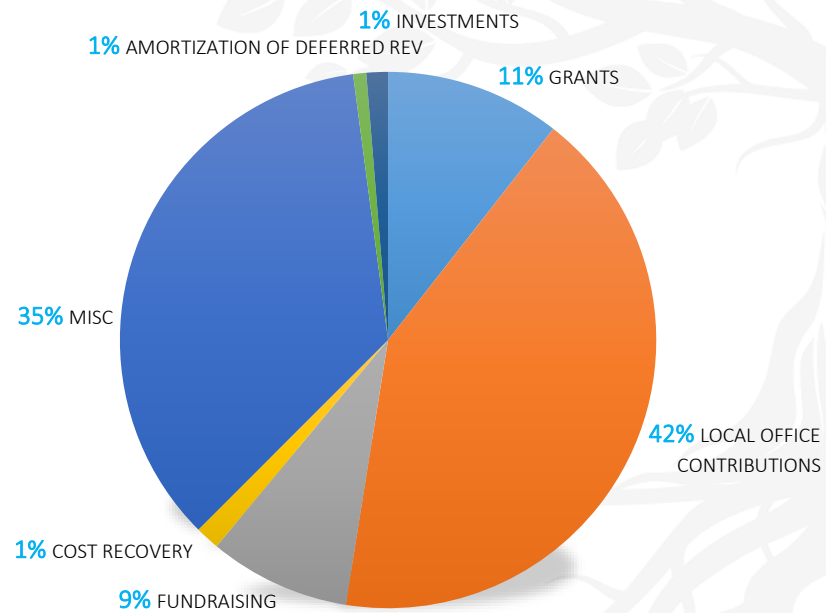
JESSICA SUTHERLAND

KATE MCLEOD

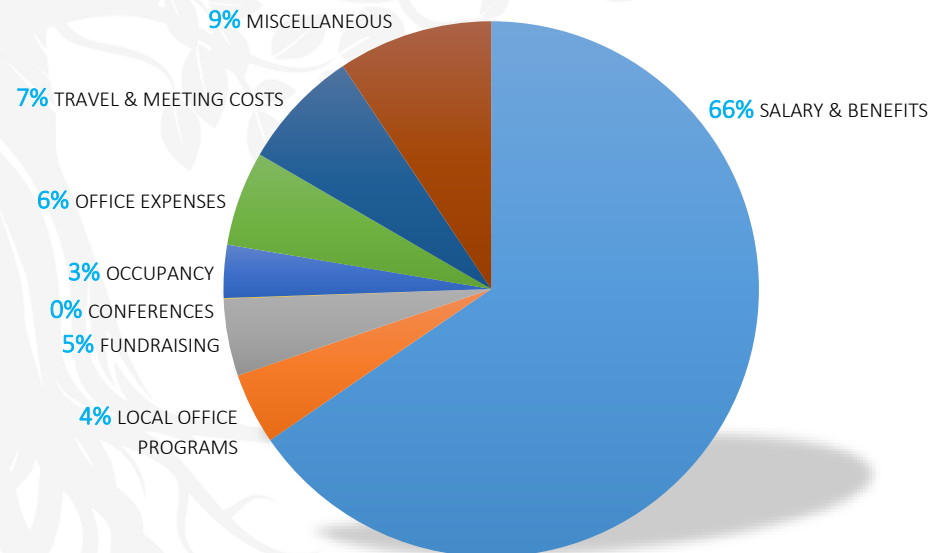
2015 VOLUNTEER OF THE YEAR AWARD RECIPIENTS

2016 REVENUE & EXPENDITURES

REVENUE \$1,154,228



EXPENSES \$1,098,386



Complete audited financial statements are available at www.johnhoward.on.ca or upon request

OUR SUPPORTERS

DONORS

We are very grateful for the support of our generous donors. We have not listed names in order to protect confidentiality, but wish to thank each and every one of our supporters. Donors make it possible for us to work towards effective, just, and humane responses to crime and its causes. THANK YOU.

FUNDERS & SUPPORTERS

We are pleased to acknowledge the following funders and collaborators. Your generous support is vital to our work and we thank you for your support and belief in our mission.



Department of Justice
Canada

Ministère de la Justice
Canada



LOCAL POVERTY REDUCTION FUND



Public Safety
Canada

Sécurité publique
Canada

**METCALF
FOUNDATION**

FUNDRAISING

FUNDRAISING REVENUE:

Donations and Fundraising:	\$98,331
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Fundraising Direct Costs: (Direct Mail/Break Open Tickets etc.)	\$39,924
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Fundraising Revenue after Direct Costs:	\$58,407
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Distribution of Fundraising Revenue after Direct Costs:

Institutional Services Program:	\$42,307	73%
Research & Education:	\$7,385	13%
Transportation Services Program:	\$4,826	9%
Administration:	\$3,889	5%

TOTAL	\$58,407	100%
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Complete audited financial statements are available at
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EFFECTIVE, JUST & HUMANE

JohnHoward
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