



ANNUAL REPORT 2018

John Howard
SOCIETY OF ONTARIO

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 JHSO by Fred Thompson and Daniel Hall, O.A.A.

REPORT OF THE PRESIDENT & EXECUTIVE DIRECTOR – 2018

We are pleased to present the 2018 Annual Report of the John Howard Society of Ontario.

Our work this year continues to be guided by a strong set of strategic priorities set out in our Operational Business Plan. In keeping with our Mission Statement, the Board of Directors established five priorities:

- to be a key change agent for an effective, just and humane justice system,
- to be a leader in research and innovation in the social and criminal justice sectors,
- to promote programs and services which are evidence-based and produce positive outcomes,
- to support our local offices for increased impact and success, and
- to strengthen our organizational and financial capacity.

We continue to meet or exceed the benchmarks set out in our Business Plan and the following are some of the highlights of the past year:

1. Our Centre of Research, Policy & Program Development has spearheaded several creative new research and policy projects in the key areas of police records, correctional reform, correctional healthcare, and volunteer management.
2. The research referred to above has assisted the government and its agencies in improving regulations and legislation based on evidence.
3. We continue to provide significant support to our 19 local JHS offices in several areas, including the development of proposals and program evaluation and collaboration.

Our achievements over the past year, our continued successes, and our position as a valued justice stakeholder are due in very large measure to the ongoing efforts and commitment of our talented staff team. Their efforts and the efforts of the exceptional staff of our local JHS offices have enabled those offices to strengthen and serve their clients in ways that are beneficial to them and their communities.

We have just completed our application for the renewal of our membership in the Imagine Canada Standards Program. We take great pride in having the right to use the Standards Trustmark and assure our supporters and stakeholders that we will continue to reflect what Imagine Canada expects of a charity.

We have been fortunate in attracting and retaining dedicated staff, volunteers, and members of our Board of Directors and Research Ethics Board with diverse talents and energies. Those individuals are vital to our continued success and we thank them. We also thank our donors and funders without whose financial support we could accomplish nothing.

In the upcoming year, we look forward to achieving 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. We look forward to 2019 – the 90th anniversary of John Howard in Ontario.



CENTRE OF RESEARCH, POLICY & PROGRAM DEVELOPMENT

POLICE RECORDS

The Centre's 2018 initiatives continued to highlight our focus on the impacts of police and criminal records and our commitment to de-stigmatizing police records and championing a rights-respecting, equality-protective landscape in Ontario. Supported through funding from the Metcalf Foundation, the Centre authored and released **[The Invisible Burden: Police Records and the Barriers to Employment in Toronto](#)**. At the same time our new **[Police Record Hub](#)** went live. The Hub is a one-stop site for employers or individuals with records to access resources on police and criminal records in Ontario.

Other significant resources released include:

[Record Suspensions: A Spent Regime for Canada](#)

[Human Rights & Police Records: A Case for Broader Protections](#)

VOLUNTEER MANAGEMENT

With support from the Ministry of Citizenship and Immigration, the Centre examined the use of record checks across Ontario's NFP voluntary sector and developed a Blueprint for Volunteer Management and a series of tools to assist employers in developing or enhancing their volunteer programs, with a specific lens to encouraging opportunities for those with criminal records.

CORRECTIONAL REFORM

The Centre made submissions to public officials, attended government consultations, wrote an op-ed, and consulted with Howard Sapers' team regarding new corrections legislation for Ontario. Bill 6 – *The Correctional Services and Reintegration Act* – has now received Royal Assent. This law makes evidence-informed changes to segregation and establishes important new correctional oversight mechanisms. We will continue to support implementation of this legislation and monitor the outcomes.

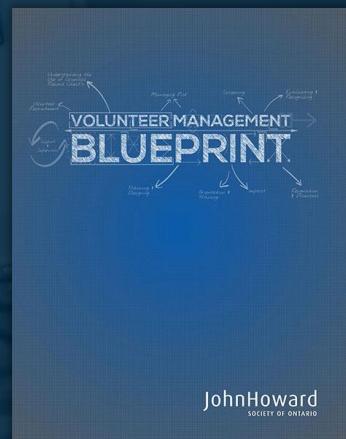
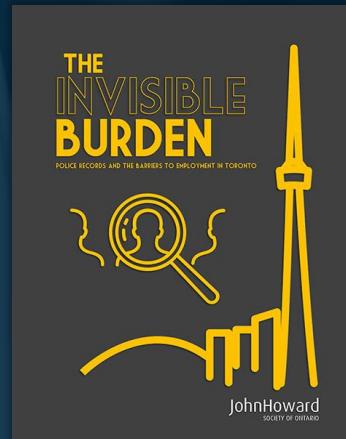
The Centre also highlighted the distressing issue of deaths in provincial jails. We produced two informative Deaths in Custody resources:

[Deaths in Ontario's Provincial & Federal Correctional Institutions](#)

[Snapshot of Deaths in Ontario's Provincial & Federal Correctional Institutions](#)

CORRECTIONAL HEALTH CARE

[Fractured Care – Health Opportunities in Ontario's Correctional Institutions](#) was released in 2016 detailing the complex health needs of incarcerated people, the gaps in access to care, and the need for significant health care reform in corrections. Following the release, the Centre created and chairs the **[Correctional Health Care Coalition](#)**: a group of health and justice advocates promoting better health outcomes for individuals involved in the justice system. This group made several submissions to government, met with key government officials, and continues to highlight how correctional health is important for public health. The group calls for the responsibility of correctional health care to be transferred from the Ministry of Community Safety and Correctional Services to the Ministry of Health and Long-Term Care.



MEDIA

POLICE RECORDS AND EMPLOYMENT

The Centre of Research, Policy & Program Development has become a leader on the issue of police records and employment, having completed independent research studies and produced multiple tools for employers, service providers, and people with records. Much more needs to be done, and we will be leading the way forward. There is minimal human rights protection for people with police records. Employers also need support to help balance their interests in risk-management with rights-respecting, inclusive, evidence-informed hiring policies.

The launch of [Invisible Burden](#) and the [Police Record Hub](#) was an opportunity for the Centre to highlight the need to bring into force the *Police Record Check Reform Act* (Bill 113), which had passed in 2015 but remained dormant. Both the Report and the issue of Bill 113 were covered in a front page Toronto Star [article](#). We were very pleased when the government [announced](#) that Bill 113 would finally come into force, November 1, 2018. This law will bring significant improvements and fairness to police record check processes across Ontario. We will continue to monitor the impact of this new law.

CORRECTIONAL REFORM

In 2017, an Independent Review of Corrections, conducted by Howard Sapers and team, began in Ontario. This comprehensive review was an extraordinary opportunity to examine longstanding correctional issues, challenges, and opportunities for evidence-based reform. Two comprehensive reports followed, each with dozens of recommendations: the first on [segregation](#) (solitary confinement); the second on [correctional reform](#) more broadly, which included issues such as use of force, health care, parole, Indigenous people, etc.

Over the past year, we participated in multiple consultations and meetings. We made submissions to Mr. Sapers as well as to the Ministry of Community Safety and Correctional Services and the Ministry of Health and Long-Term Care, all in our efforts to advance our ideas for much needed and long-over due correctional reform. We publicly supported the recommendations in both of Sapers' reports and published an [op-ed](#) in the Ottawa Citizen.

We will continue to monitor and support implementation of the recently passed [Correctional Services and Reintegration Act](#). We also recognize that this important new law is not the magic bullet for all criminal justice issues. We will continue our focus on *prevention*: targeting social and economic disadvantage, such as homelessness and unemployment, and ensuring that our criminal justice system isn't a catch-all for people suffering from mental health issues.



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: 2017 INSTITUTIONAL SERVICES

8262

CLIENTS
SERVED

8871

CLIENTS
CONTACTS

1187

SESSIONS
HELD

6648

CLIENT
REQUESTS

989

VISITS BY
STAFF

2148

PARTICIPANT
IN SESSIONS

4009

CLIENT
REFERRALS

LOOKING AHEAD

Our Business Plan provides a clear articulation of what JHSO aims to accomplish with respect to key strategies, activities, deliverables and measurables as well as anticipated key outcomes through a lens of innovation including:

UNLOCKING CHANGE INTERACTIVE DOCUMENTARY

In 2015 the Centre released "**[Unlocking Change: Decriminalizing Mental Health Issues in Ontario](#)**." This report examined the key challenges facing people with mental health issues who become caught up in the criminal justice system, and made a series of recommendations towards decriminalization. Following release of the report and media coverage in the **Toronto Star**, a number of families approached us to thank us for our work and they shared their stories, struggles and desire for real change with us. We knew that more attention needed to be brought to the issues faced by these families and their family members who ended up in the criminal justice system.

We are happy to report that an *Unlocking Change the Interactive Documentary* has been funded. In partnership with **[Helios Design Labs](#)**, we will create an interactive online documentary comprised of real stories that immerse the viewer in the personal experiences of people with mental health issues and their interactions with the criminal justice system. This novel project will allow Canadians to see and understand the challenges, opportunities, critical junctures and frustrations associated with criminalization of mental health, hopefully encouraging them to become advocates for positive social change.

JHS TRANSITIONAL HOUSING & PROGRAM EVALUATION

JHS transitional housing programs provide homeless clients housing units in addition to intensive support services. Program staff offer wraparound, client-centered supports, including assistance with finances, life skills, employment training, and of course, finding suitable, safe and stable housing. Centre staff are excited to be developing program evaluations for a number of our local JHS transitional housing programs. These multi-year, robust impact and outcome evaluations will showcase the work of these different programs and assist us in promoting evidence-based solutions to housing and homelessness.

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

DIRECTORS

Sheila Arthurs	Michael Bryant
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Chauntelle Curlette	Ron Cuthbert
Abb Gilbert	Wanda Ivic
Mary Jane Kingston	Jean LeDrew-Metcalfe
Paul Legacy	Sandy Lychowyd
Kathleen MacDonald	Hermon Mayers
Paul Mundra	Christina Ninham
Michael V. Sabo	Trisha Simpson
Rob Thibodeau	Art Young

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
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
Terry Borsook	Program Evaluator

We would like to acknowledge the contributions of Akiko Takeshita and Rodrigo Konigs who left JHS Ontario this year.
We wish them all the best in the future.



STAFF APPRECIATION AND RECOGNITION

We are pleased to announce the following staff members who completed their milestone years of service:

10 Years: Michelle Keast & Maureen Zuniga

15 Years: Paula Osmok

VOLUNTEERS AND INTERNS

A huge thank you to our dedicated volunteers and interns, without whom our work would not be possible: Alisha, Aranie, Daniel, Hayden, Jessica, Jin Su, Kate, Melvin and Neil.

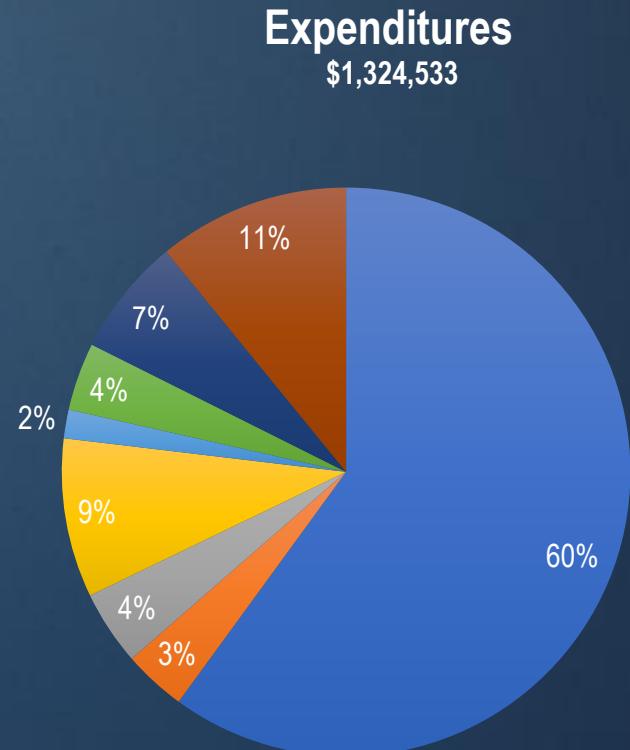
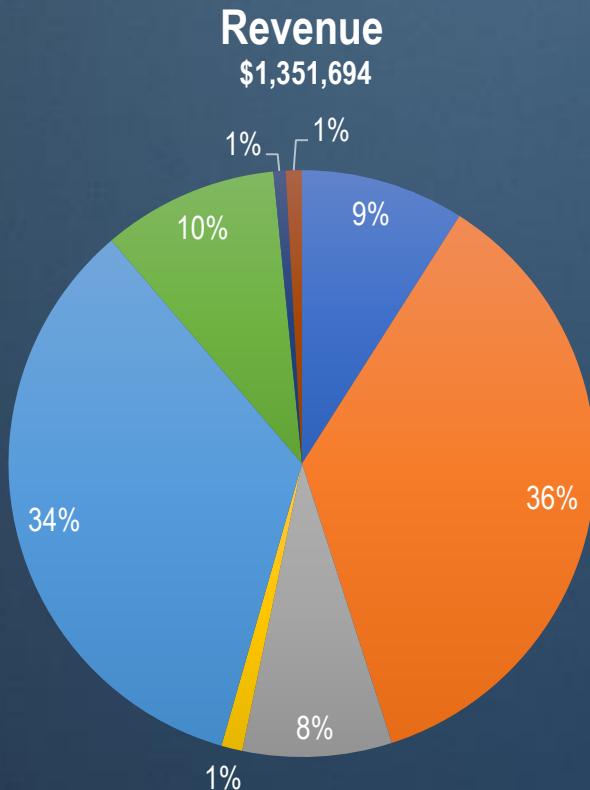
2017 AWARD WINNERS

Tom Dykstra: Karl Garner

Gordon MacFarlane Award: Jessica Booker

Volunteer of the Year Award: Daniel Konikoff & Aranie Vijayaratnam

2017 REVENUE & EXPENDITURES



- Grants
- Fundraising
- Misc
- Amortization of Deferred Rev

- Local Office Contributions
- Cost Recovery
- Conference registration fees
- Investments

- Salary & Benefits
 - Local Office Programs
 - Fundraising
 - Office Expenses
- Conferences
 - Occupancy
 - Travel & Meeting Costs
 - Miscellaneous

2017 FUNDRAISING (JHSO)

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.

FUNDRAISING REVENUE:

Donations and Fundraising:	\$111,196
Fundraising Direct Costs:	
(Direct Mail/Break Open Tickets etc.)	\$27,858
Fundraising Revenue after Direct Costs:	\$83,338

DISTRIBUTION/SPENDING OF FUNDRAISING REVENUE AFTER DIRECT COSTS:

Research Education (Web-marketing)	\$24,497	30%
Institutional Services Program:	\$42,307	51%
Transportation Services Program:	\$5,000	6%
Affiliate Program Support:	\$3,900	5%
Administration:	\$7,634	8%
TOTAL	\$83,338	100%

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.



Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.



Public Safety
Canada
Sécurité publique
Canada



METCALF
FOUNDATION



Ministère de la Justice
Canada
Department of Justice
Canada

John Howard

SOCIETY OF ONTARIO

342 Queen Street East
Toronto, ON M5A 1S8

T: 416.408.4282
F: 416.408.2991

info@johnhoward.on.ca
www.johnhoward.on.ca
@ReducingCrime



Charitable Number:
118975101 RR0002