



ANNUAL REPORT 2019

JohnHoward
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 – 2019

We are pleased to report on the recent accomplishments of the John Howard Society of Ontario in our 2019 Annual Report.

Over the past year our work has focused on the five priority areas set out in our Operational Business Plan reflecting our role in research, innovation and public education as well as support for our local offices to increase impact and positive outcomes. This year, as our 2017-2019 cycle comes to a close, we will be creating a new Operational Business Plan for 2020-2022.

The Centre of Research, Policy & Program Development continues to engage in research and policy initiatives on a variety of criminal justice issues across the areas of prevention, integration and reintegration. With members of the Housing, Health and Justice Community of Interest, we produced a report this year called [Closed Quarters](#), which explored the issues faced by people whose needs intersect and overlap the housing, mental health and criminal justice sectors. As Chair of the Correctional Health Care Coalition, we continue to collaborate with organizations and individuals engaged in correctional issues and strive to advance the recommendations of our report [Fractured Care](#).

In November 2018, the Police Record Checks Reform Act came into force with positive changes to the police records regime and the disclosure of non-conviction information in Ontario. The policy and research work of the Centre significantly contributed to the development of the Act.

We are pleased to have commenced the unmet civil legal needs project this year with funding from the Law Foundation of Ontario. The program is intended to scope and serve the unmet civil legal needs of John Howard Society clients. Civil legal needs include housing, employment and social assistance issues.

A focus area of our staff conference this year is radicalization leading to violence. At the conference, staff from JHSO and local offices will hear from experts in the field and receive valuable information on combatting violent radicalization, an issue of concern to all Canadians.

JHSO benefited from participation in a pilot Governance Project this year with the University of Toronto Faculty of Law. Sinem Ersoy, who was placed with JHSO, experienced first-hand the operations of the Board of Directors from a governance perspective. The outcome of this project included: 1) the opportunity to build a relationship with the Faculty of Law; 2) the benefit of exposing a future lawyer to JHS; and, 3) assistance with a review and updating of our Board (Carver) Governance Policies, which was long overdue and noted as part of our Imagine Canada review feedback.

JHSO engaged Endeavour Consulting, a professional service that provides multi-sectoral volunteer consulting teams to facilitate organizational projects on a pro-bono basis. Briefly, the project objective, over the six-month period ending this past March, was to undertake a staffing analysis and organizational staffing structure review, including an analysis of job descriptions vs. responsibilities, workload pressures, how our newly formed Alumni and our volunteers can better support us, and our HR needs. A committee has been struck and will be working over the summer to develop an implementation plan.

We are proud of the strides we have made this year and extremely grateful for those who made it happen. Thank you to our donors and supporters – our work would not be possible without you. Thank you to our Board members for their good governance and accountability and thank you to the dedicated staff and volunteers committed to bringing JHSO's vision to life. With your continued support, we will keep pushing for a more just, humane criminal justice system and safer, thriving communities.



CENTRE OF RESEARCH, POLICY & PROGRAM DEVELOPMENT

CLOSED QUARTERS

In partnership with the **Canadian Mental Health Association (CMHA) Ontario**, the **Centre for Addictions and Mental Health (CAMH)**, and the **Wellesley Institute**, the Centre synthesized existing research on housing and health needs for individuals involved in the justice sector. The report highlights how for decades, people with no fixed address have entered and left correctional facilities, yet there have been limited housing solutions available to them. The complex factors leading to criminal justice involvement, the multiple entry and exit points, the high prevalence of mental health and addictions problems, and the complexity of agencies and ministries involved, have resulted in a patchwork of responses. The report outlines key recommendations for avenues to move forward with improving continuity in health and housing support for those involved in the justice sector.

POLICE RECORD CHECKS

The **Police Record Check Reform Act** came into force in November 2018. The JHSO played a significant role in the efforts that lead to this Act's formation. The Act made positive changes to the police record checks process and the release of non-conviction records. Moving forward, the Centre is focused on engaging with employers and individuals to encourage the implementation of rights-based, informed criminal record check policies, increase understanding of criminal records and reduce stigma.

The **Police Record Hub** has been updated with tools for employers. This resource includes information on when to conduct a record check, how to read a criminal record and how to create rights-based police record check policies.

Tools for Employers is available on the Police Record Hub.

EVALUATION

The Centre has continued its work in evaluating local office programs and providing governments and stakeholders working municipally, provincially, and federally with the information to implement evidence-based programming in Ontario. Last year, the Centre completed a five-year outcome evaluation of the **Youth at-Risk Development-Hamilton**. With the support of **Public Safety Canada**, the lessons learned from this evaluation were presented to evaluators across the country. The Centre has continued its evaluation activities related to gang prevention and exit, housing, and high school graduation across the province.



MEDIA

MEDIA STRATEGY

With help from **Media Profile**, a consulting company, we have been developing a media, public relations and social media strategy for the provincial and local offices. The first phase of this strategy is to revitalize our social media presence across the province. Social media is an increasingly important tool for engaging with supporters and other stakeholders, furthering our reach and carrying out public education work. In order to improve our online presence and increase engagement we changed our twitter handle from **@ReducingCrime** to **@jhsontario**, making it easier for users to find us and stay connected with us on twitter. We also changed our twitter image to reflect our branding and incorporate a clean, simple colour scheme. Looking ahead, we will be developing short videos to add to our YouTube account that will be used to share research and recommendations from our reports and further our public education efforts.

CORRECTIONAL HEALTH CARE

The JHSO chairs the **Correctional Health Care Coalition**, a group of health practitioners, researchers and organizations in support of equitable health care and health outcomes for individuals involved with the criminal justice system in Ontario. The group has made submissions to the government and advocated for reforms, including a transfer of governance of correctional health care to the **Ministry of Health and Long-term Care**, in furtherance of these goals. The **National Post** published an **article** in which they discussed a report produced by an expert advisory committee on correctional health care. JHSO received the report through a freedom of information request and published it on our website. The **National Post** article highlighted some examples of issues in correctional health care and pointed to sections of the expert report that suggested other jurisdictions have experienced tangible improvements to their correctional health care system by transferring governance to their health authority.

We will continue to strive to advance the recommendations of our report **Fractured Care** and our work with the **Correctional Health Care Coalition**.

TWITTER ANALYTICS

6744

NUMBER OF
FOLLOWERS

250762

TWEET
IMPRESSIONS

118

NEW
FOLLOWERS

3156

PROFILE
VISITS



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

9464

CLIENTS
SERVED

9430

CLIENTS
CONTACTS

1243

SESSIONS
HELD

6955

CLIENT
REQUESTS

1028

VISITS BY
STAFF

2829

PARTICIPANT IN
SESSIONS

3293

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.

CIVIL LEGAL NEEDS PROJECT

With funding support from the [Law Foundation of Ontario](#), the Centre is developing an innovative new program to scope and serve the unmet civil legal needs of John Howard Society clients across Ontario. Recognizing that civil legal issues (such as housing, income maintenance, employment and provincial offences) are of crucial importance to criminal justice system involved individuals’ ability to integrate into society, this program is focused on increasing access to justice for John Howard Society clients and coordinating legal information, programming and supports across local John Howard Society offices. By providing increased access to civil legal services, information and assistance to John Howard Society clients, building capacity of John Howard Society non-legal staff to act as trusted intermediaries, and producing a novel set of research data on the unique needs of John Howard Society clients, this program will achieve community level as well as system level benefits and outcomes.

BOARD OF DIRECTORS EXECUTIVE COMMITTEE

Bruce Simpson	President
Ron Cuthbert	Vice-President
Brian Cavanagh	Treasurer
Rob MacLellan	Secretary
Trisha Simpson	Executive Committee Member-at-large
Rob Thibodeau	Executive Committee Member-at-large
Pauline Wainwright	Executive Committee Member-at-large

DIRECTORS

Sheila Arthurs	Michael Bryant
Eleanor Cavanagh	Gyan Chandra
Gerry Croteau	Chauntelle Curlette
Abb Gilbert	Jill Hillman
Mary Jane Kingston	Jean LeDrew-Metcalf
Paul Legacy	Sandy Lychowyd
Hermon Mayers	Paul Mundra
Christina Ninham	Jim Preston
John Rives	Michael V. Sabo

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
Erika Chang	Human Resources & Administrative Assistant
Miranda Queh	Financial Coordinator

CENTRE OF RESEARCH, POLICY & PROGRAM DEVELOPMENT

Michelle Keast	Director
Safiyah Husein	Policy Analyst
Jonathan Robart	Legal Program Developer
Reza Ahmadi	Researcher & Program Evaluator
Sunny Dhillon	Researcher & Program Evaluator
Terry Borsook	Program Evaluator

We would like to acknowledge the contributions of Graham Brown who left JHS Ontario this year. We wish him 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.

2018 AWARD WINNERS

Tom Dykstra: Julie Langan

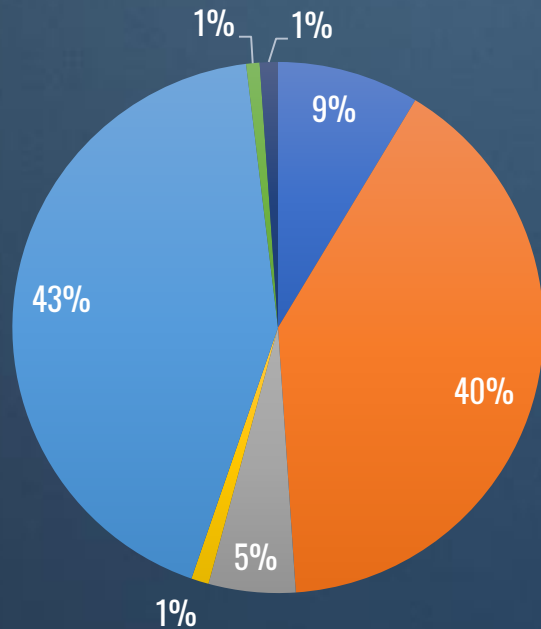
Gordon MacFarlane Award: Miryang Choi & Sibongile (Destiny) Lusinga

Volunteer of the Year Award: Andrea Ho & Alisha Salerno

2018 REVENUE & EXPENDITURES

Revenue

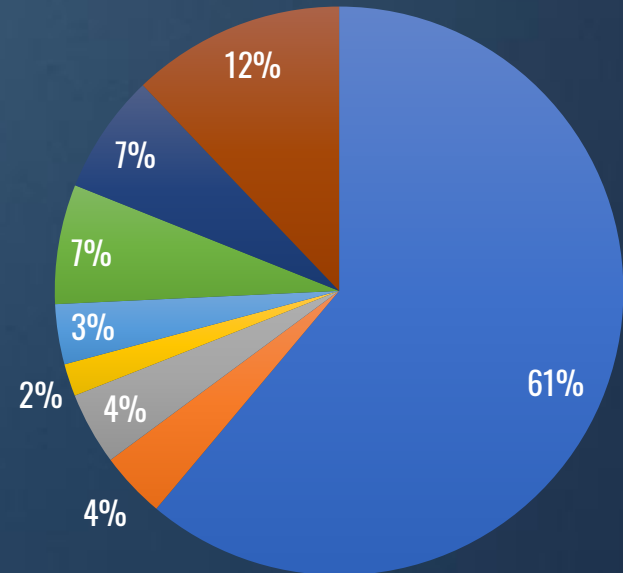
\$1,351,238



- National Grant
- Fundraising
- Misc & Other Grants
- Investments
- Local Office Contributions
- Cost Recovery
- Amortization of Deferred Rev

Expenditures

\$1,259,239



- Salary & Benefits
- Local Office Programs
- Fundraising
- Occupancy
- Office Expenses
- Travel & Meeting Costs
- Expenses for Grant Projects
- 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:	\$71,389
Fundraising Direct Costs: (Direct Mail/Break Open Tickets etc.)	\$19,918
Fundraising Revenue after Direct Costs:	\$51,4718

DISTRIBUTION/SPENDING OF FUNDRAISING REVENUE AFTER DIRECT COSTS:

Institutional Services Program:	\$42,307	83%
Transportation Services Program:	\$5,000	10%
Affiliate Program Support:	\$3,900	6.5%
Administration:	\$264	0.5%
TOTAL	\$51,471	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



Ministère de la Justice
Canada
Department of Justice
Canada

JohnHoward

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**Charitable Number:
118975101 RR0002**