



# ANNUAL REPORT 2020

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 – 2020

We are pleased to present our 2020 Annual Report of the John Howard Society of Ontario. This year signifies a period of development and innovation, as we carried out restructuring and modernization of our organization and the adaptation of our operations to respond to world events.

Earlier this year, the COVID-19 pandemic had a drastic impact on daily life and operations. At the provincial office, we quickly adapted our working arrangements to align with public health guidelines. John Howard Society offices across the province swiftly took steps to modify service and program delivery to comply with public health guidelines while ensuring that clients continued to receive supports. John Howard offices have and continue to be a first point of contact for justice-involved individuals and individuals facing high risk conditions in the community and this was further highlighted in this time of crisis. Staff at the provincial office and at our affiliate offices have done an outstanding job in adapting to the current climate and responding to the needs of clients. This pandemic has provided a unique opportunity to explore creative and innovative ways of delivering services that allow the organization to successfully meet the needs of the community during and beyond COVID-19.

This year marks the end of our business planning cycle and the development of a forward-looking plan to cover the next three years. We will continue to set out clear targets, ensure everyone is working towards common goals and, perhaps most importantly, highlight accountability to our funders and the communities we serve. We are excited about the new and timely activities in the year ahead.

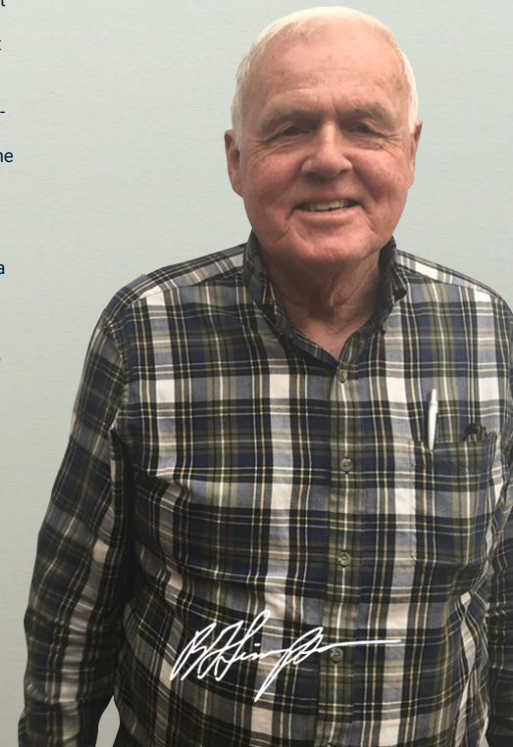
The Centre of Research & Policy continues to engage in research and policy work on a variety of criminal and social justice issues. The Centre wrapped up the Youth Bail Project this year, which explored issues and opportunities to strengthen the youth bail system in Ontario. The Civil Legal Needs Project wrapped up its first year which focused on conducting a thorough Needs Assessment to identify the civil legal needs of John Howard Society local office clients and to scope the barriers and challenges in meeting those needs. A report on year one of the project is set to be released this summer.

The Centre has continued its work in evaluating local office programs to ensure these programs are evidence-based and deliver the intended outcomes. Last year, the Centre completed an evaluation of Rita Thompson Residence (RTR), an enhanced supportive housing facility operated by the John Howard Society of Ottawa. The Centre also completed the final evaluation of John Howard Society of Belleville's Quantum Program.

Looking ahead, the Centre has received funding from the Metcalf Foundation to develop a "second chance" campaign, working with key stakeholders to encourage employers to endorse inclusive hiring practices for people with criminal records. JHSO is also undergoing a brand refresh, modernizing our website, social media and overall organizational look to facilitate community engagement and provide a more streamlined experience for those accessing our services and resources.

This year, we saw communities across the world join voices in calling for justice, accountability and an end to anti-black racism. We know that systemic discrimination persists in our justice system and leads to the over-representation of Black and Indigenous populations in our jails. We are committed to listening, learning and acting to help build the inclusive, fair and safe communities that we all deserve, and need, to thrive. Recent tragedies only serve to renew our commitment to advancing humane justice in Ontario.

We are very proud of our accomplishments and thankful to those who have supported our work. Thank you to our donors and supporters, without whom none of this would be possible. Thank you to our committed and enthusiastic staff and volunteers that carry out our organizational mission and to the Board of Directors who provide us with good governance and accountability. With your help and continued support, we will build a better future by striving for effectiveness, working for justice and remembering humanity



# REFLECTING ON 18 YEARS AS PRESIDENT OF THE BOARD

Bruce Simpson was elected President of the JHSO Board of Directors on June 15, 2002. This year he steps down from the role after serving as President for 18 years.

When I first joined this Board, many years ago, I was President of the Ottawa branch and branch presidents were automatically members of the provincial Board. I expected that my term would be a few years, but it has turned out to be a few decades.

Over the years, I have seen the Society grow. Local branches, which were under the umbrella of the only incorporated entity, the John Howard Society of Ontario, became incorporated, self-governing affiliates. The number of local affiliates has grown. The kinds of programs offered by our affiliates has expanded enormously, and the work of the provincial Society has expanded, particularly by the development of our first-class research department, which has been able to have a meaningful impact on government policies and legislation.

When I first joined the Ontario Board, the Society seemed to be facing some challenges. However, the majority of our Board realized the importance of the Society's work and were determined to see it thrive. A number of changes were made in Board governance, and Graham Stewart became our Executive Director, and things have just kept improving ever since. I am proud to have played a role in those days, although by the time I became President, most of the essential changes had been made. While we have faced challenges as a Board, competent staff and a good governance model have enabled us to meet those challenges.

Our cause has not always been the most popular one, but I have a sense that, in recent years, a realization has emerged, which crosses partisan lines, that harsh punishments are usually counter-productive, and that evidenced-based corrections policies are far more effective and a great deal less expensive than the so-called "tough on crime" measures. Nelson Mandela once said, "a Nation should not be judged by how it treats its highest citizens, but its lowest ones".

Alas, some things have not changed enough. Among my memorabilia is a response to my letter to Dr. Martin Luther King, Jr. when he was in jail in Selma, Alabama. Some of my fellow students and I chipped in to make a modest contribution to the cause. I had the good fortune to have written the letter, and so I had the good fortune to receive the response. I cannot remember how we ever got the address of the Selma, Alabama jail, but that is where the letter went. Recent events have highlighted, however, that racism continues to tarnish our criminal justice system. In some ways it is perhaps more sinister, because it is less obvious.

It has also become apparent that the harm being done to Indigenous peoples did not end with the closing of the residential schools. The John Howard Society has attempted, in recent years, to gather empirical data on this issue, and a number of affiliates have developed programs to assist Indigenous people, but much more remains to be done.

An essential part of the solution is a cultural change in thinking. I hope the Society will look for ways in which we can assist those necessary attitudinal changes. All change begins with awareness of the need for the change.

I want to thank Paula and all of the staff. I do not think I could have worked with a more competent, more pleasant, or more helpful Executive Director, and, when asked for, I have always received the utmost support from all members of the staff. I also worked closely with Maureen Zuniga, and I want to thank her for the fact that everything I have ever asked of her was done with alacrity.

I really do want to say that the task of chairing this Board has been very easy and very pleasant because of the thoughtfulness, competence, and most importantly perhaps the collegiality of Board members. We have all heard horror stories about dysfunctional boards, and many of us have probably served on them. Our Board, I think, has functioned very well because Board members have invariably put the best interests of the Society first, and have been positive and constructive in their suggestions to staff or suggestions for positions the Board should adopt. Our funders, supporters, and volunteers can rest assured that this Board does its very best to govern well and, I believe, succeeds.

**Bruce F. Simpson, President**

**John Howard Society of Ontario**



## YOUTH BAIL PROJECT

[illegible]

**AT OUR PLACE**

A Study on Living & Belonging in Enhanced Supportive Housing

**JohnHoward**  
SOCIETY OF ONTARIO

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 an evaluation of Rita Thompson Residence (RTR), an enhanced supportive housing facility operated by the John Howard Society of Ottawa. The Centre also completed the final evaluation of John Howard Society of Belleville's Quantum Program.

## 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: INSTITUTIONAL SERVICES STATISTICS 2014 – 2019

49293

CLIENTS  
SERVED

88819

CLIENTS  
CONTACTS

9350

SESSIONS  
HELD

7343

VISITS BY  
STAFF

19282

PARTICIPANTS IN  
SESSIONS

49719

CLIENT  
REQUESTS

30863

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:

### REBRANDING JHSO – A NEW VISION FOR 2020

The John Howard Society of Ontario has a longstanding, notable history in Ontario. Our mission, “effective, just and humane responses to crime and its causes” remains as relevant today as it did when we were established. It drives our work in communities across the province, and informs our policy and research agenda. Our look, social media presence, and our website, however, are due for a refresh that reflects our organization’s evolution, reach and diversity. We are pleased to share that JHSO will be embarking on a major rebranding in 2020 that will encapsulate a modernized vision of our work, and when it comes to our website specifically, ensuring that navigation is streamlined, and that the user experience is simplified. We can’t wait to share JHSO’s 2020 rebrand with all of our partners, supporters and donors.

### BUILDING AN INCLUSIVE ECONOMY THAT SUPPORTS SECOND CHANCES

One of the surest ladders out of poverty and disenfranchisement is meaningful employment. This is especially true for people with criminal records. Employers in Ontario, however, are increasingly using police record checks to screen people with criminal records out of the workforce altogether. JHSO has long been a leader in policy reform in this area, spearheading research and meaningful change in Ontario. This upcoming year will see us building on this legacy, through the development and launch of a series of exciting initiatives. First, we are actively working to update and streamline our Police Record Hub webpage, in anticipation of the forthcoming launch of our new interactive e-learning tool aimed at helping people with criminal records navigate the interview and hiring process. COVID-19 has resulted in devastating impacts to many Ontarians’ livelihoods; as the next year unfolds, supports for people who faced employment barriers even in the best of times, like those with criminal records, will be more critical than ever.

Thanks to the support of the Metcalf Foundation, over the course of the next year, JHSO will be working with partners such as the City of Toronto, Prince’s Trust Canada, First Work and Building Up to develop the basis for a “Second Chance” campaign focused on employers in Toronto, encouraging them to rethink the use of criminal record checks in the hiring process. JHSO would also like to gratefully acknowledge the support we received from Navigator Ltd.’s superb research team; this partnership has yielded some of the most exciting, insightful polling data we have ever seen on Canadian attitudes on criminal record checks and indeed, the value of second chances. All of these findings will serve our goal of building a province that leads in inclusivity in hiring, and indeed, sees the benefits of this inclusivity in improved labour market outcomes and community safety.

## BOARD OF DIRECTORS EXECUTIVE COMMITTEE

Bruce Simpson  
Ron Cuthbert  
Hermon Mayers  
Rob MacLellan  
Trisha Simpson  
Rob Thibodeau  
Pauline Wainwright

President  
Vice-President  
Treasurer  
Secretary  
Executive Committee Member-at-large  
Executive Committee Member-at-large  
Executive Committee Member-at-large

## DIRECTORS

Sheila Arthurs  
Gyan Chandra  
Christopher Fleury  
Tom Hickey  
Edward King  
Jean LeDrew-Metcalf  
Paul Mundra  
John Rives  
Gary Schnurr

Michael Bryant  
Gerry Croteau  
Abb Gilbert  
Jill Hillman  
Mary Jane Kingston  
Sandy Lychowyd  
Christina Ninham  
Michael V. Sabo  
Dan Smith

## RESEARCH ETHICS BOARD MEMBERS

Voula Marinos (Chair)  
Lisa Whittingham  
Jessica Sutherland  
Nicole Myers

Nathan Innocente  
Kemi S. Anazodo  
Marsha Rampersaud

## OUR STAFF

Paula Osmok  
Reza Ahmadi  
Jacqueline Tasca  
Maureen Zuniga  
Miranda Queh  
Safiyah Husein  
Jonathan Robart  
Hannah Cook  
Meaghan Costa  
Alexa Hassan

Executive Director  
Director of Research & Evaluation  
Director of Partnerships & Strategic Initiatives  
Human Resources & Administrative Coordinator  
Financial Coordinator  
Senior Policy Analyst  
Legal Program Coordinator  
Research Analyst  
Research Analyst  
Research Analyst

*We would like to acknowledge the contributions of Michelle Keast, Terry Borsook and Sunny Dhillon who left JHS Ontario this year. We wish them all the best in the future.*





## VOLUNTEERS AND INTERNS

A huge thank you to our dedicated volunteers and interns, without whom our work would not be possible: Aileen, Aliesha, Andrea, Brandon, Caroline, David, Hannah, Hudson, Krista, Meaghan, Emilie and Prabahar.

## 2019 AWARD WINNERS

**Tom Dykstra:** Courtney Coqu

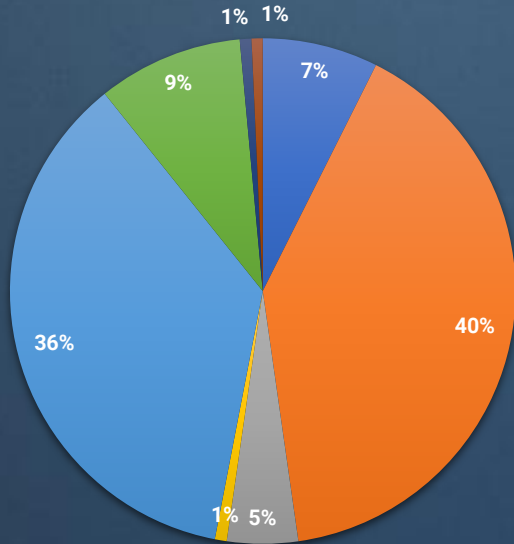
**Gordon MacFarlane Award:** Sarah Catani

**Volunteer of the Year Award:** Brandon Rodrigues



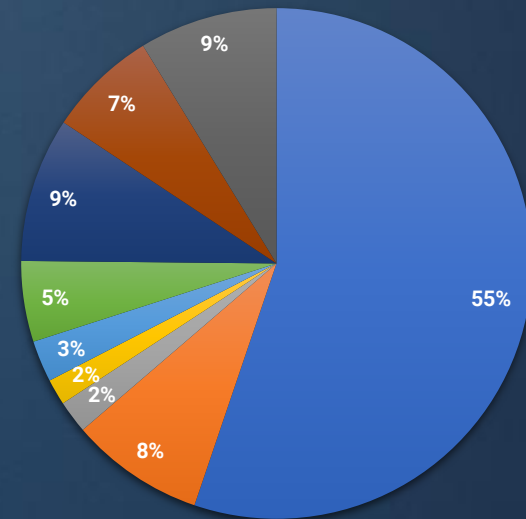
# 2019 REVENUE & EXPENDITURES

**Revenue**  
**\$1,482,174.00**



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

**Expenditures**  
**\$1,535,369**



- Salary & Benefits
- Local Office Programs
- Fundraising
- Occupancy
- Office Expenses
- Travel & Meeting Costs
- Conference Costs
- Expenses for Grant Projects
- Miscellaneous



# 2019 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:	\$67,207
Fundraising Direct Costs:	
(Direct Mail/Break Open Tickets etc.)	\$15,634
Fundraising Revenue after Direct Costs:	\$51,573

## DISTRIBUTION/SPENDING OF FUNDRAISING REVENUE AFTER DIRECT COSTS:

Institutional Services Program:	\$42,307	82%
Transportation Services Program:	\$5,000	10%
Affiliate Program Support:	\$3,900	7.5%
Administration:	\$366	0.5%
<b>TOTAL</b>	<b>\$51,573</b>	<b>100%</b>

## 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.



**METCALF  
FOUNDATION**



Ministère de la Justice  
Canada  
Department of Justice  
Canada

# JohnHoward

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**Charitable Number:  
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