

10 YEARS

OF RESEARCH, POLICY
AND PROGRAM DEVELOPMENT

JohnHoward
SOCIETY OF ONTARIO

Annual Report 2013

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

As President, I am honoured to have the opportunity to write this report on behalf of the Board of the John Howard Society of Ontario. The year 2013 marks a decade since the founding of the Centre of Research, Policy & Program Development at the provincial office. The activities of the Centre – research, public education, policy development and program evaluation

— are vital to advancing the Society's mission. Good research enables our Affiliates to develop more effective programs, and it provides us with sound and credible evidence for communications with government and our public education initiatives.

The importance of the public education work the Centre undertakes is evidenced by its leadership role in raising provincial awareness about the issue of the disclosure of non-conviction information on police record checks. I have been severely troubled for some time about this issue. In Ontario, if a person is questioned by police, arrested without having any charges laid, or had charges dropped, they will have a police record that can be disclosed on a record check. Also, if an individual has ever called the police during a mental health crisis or been victimized, the chances are high that he/she too has a police record. I have seen, for example, information which made it appear that a person was involved in a robbery, when in fact the involvement was that of a witness, or even that of a victim.

There are legitimate reasons to request background checks of those who seek to work in the vulnerable sector, for example. There may be information which indicates that a person has engaged in conduct which should be concerning, if that individual seeks a job working with vulnerable persons. However, most non-conviction information disclosure is completely unwarranted, and much of the information that may be disclosed on a record check is not even objectively relevant to employers in the vulnerable sector. It would be

foolish to underestimate the prejudicial value of non-conviction information; citizens have a right to privacy, which should only be overridden for valid and evidence-based reasons. The dilemma is that, if a prospective employer asks for consent to access police record information, the options are to either give it or give up any hope of obtaining the position applied for. It is grossly unfair to put legally innocent citizens in that position, and only legislation can fix it. I am happy to say that the John Howard Society of Ontario has done a good deal of work on this subject, and appears to be getting the ear of people who can fix the problem.

I want to thank all of my fellow Board members for their ongoing commitment to the agency. The respectful manner in which Board members treat each other certainly makes the task of chairing meetings very easy. I would also like to express my gratitude to the members of the various Board Committees, including the Pension Committee, the Finance Committee and the Prison Conditions Committee. The Board has welcomed Stan Dudzic as the Affiliate Representative from Hamilton. I would like to thank Mary Jane Bennett, Michelle Theriault, and Louis Osemwegie, all of whom resigned this year, for their years of dedication and contributions to the Board.

On behalf of the entire Board, I want to thank Paula and the staff for their efforts in furthering the Agency's goals. I repeat what I have said on a number of occasions, which is that I continue to be very impressed by the quality of the work produced by all members of our staff. Paula and other members of the staff gave of themselves beyond what should have had to be the call of duty. I want to thank all of our funders, both private and governmental. Finally, but most importantly, I want to thank the many people across the province who have made financial contributions to the Society or who have dedicated their time as volunteers, or both, to assist the Society's work. No agency such as ours can function without them.

Bruce F. Simpson
President



Paula Osmok
Executive Director
John Howard Society of Ontario

Anniversary Year

This is an exciting year for the John Howard Society of Ontario. 2013 marks the 10th anniversary of the Society's Centre of Research, Policy and Program Development. The Society is involved in a broad range of research and policy activities which allow us to produce knowledge about clients and services; advance this knowledge to the wider community and inform policy debates involving social and criminal justice

issues. I invite you to learn more about the work of the Centre by visiting the special insert in this report. We are proud of our key accomplishments over the past decade.

Business Plan Deliverables

Our activities continue to be driven by our Operational Business Plan. To this end, deliverables targeted five goals: focusing on leading edge research; contributions to policy matters; the development of evidence led programs; support of our local John Howard Society offices; and strengthening our collective organization. We benefitted from generous and significant external support in producing many of our deliverables.

We were fortunate to have been selected by Endeavour Volunteer Consulting to assist us with the development of a targeted marketing strategy to improve brand cohesiveness and increase awareness of the work of the Society in Ontario. Their recommendations will inform our work for the coming year.

We were also grateful for the support of a major polling firm who facilitated two surveys on our behalf to assess the current awareness of the work of the Society and brand perception. The results of this work will be extremely valuable for our marketing work going forward.

We delivered significant support to our local John Howard offices in the areas of program evaluation, proposal development, human resources, fundraising and other financial matters. We continue to make improvements, and have begun an in-depth assessment to strengthen the relevancy and effectiveness of our supportive role.

This year, the Society improved staff benefits through the addition of a province-wide employee assistance program (EAP), critical illness insurance, webinars on a range of topics and, as well, strengthened pensions available to staff on retirement. Additionally, we worked with a committee of Executive Directors to plan our staff training conference, with a theme of "Expertise to Excellence: Building our Toolkits", scheduled for June of this year. We look forward to this shared opportunity for professional development and networking with our colleagues from across Ontario.

Imagine Canada Accreditation

After a rigorous application process, we are delighted to learn that the John Howard Society of Ontario has been accredited under the new Imagine Canada Standards Program. This achievement demonstrates to our stakeholders, our continued commitment to operating in a transparent and accountable manner.

Our Appreciation

Our mission of effective, just and humane responses to crime and its causes is lived out every day in communities throughout Ontario. The services provided by the Society, from youth crime prevention, early intervention for people who find themselves involved in the criminal justice system or aftercare for people being released from prison into their communities, play an integral role in helping to make our communities safer and healthier places to live. My gratitude to my talented and committed colleagues at the JHS Ontario office, our local offices across Ontario and to each and every one of the volunteers who carry out this important work. A special note of appreciation to the many funders and donors who generously provide financial support to enable the Society to carry out its mission. Finally, a special note of thanks to the individuals on our Board of Directors who ensure strong and solid stewardship of the Society. It is their vision and support that has allowed us to realize our many accomplishments this year and set ambitious goals for the upcoming year.

We look forward to moving ahead with many of the initiatives identified in 2013 and promoting research-led solutions to criminal and social justice issues in our communities.

A handwritten signature in black ink that reads "Paula Osmok". The signature is fluid and cursive, with the first name being more prominent.

Paula Osmok
Executive Director

Our Staff

Paula Osmok	Executive Director
Maureen Zuniga	Human Resources & Administrative Coordinator
Shanno Fairfield	Development and Communications Coordinator

Centre of Research, Policy & Program Development

Michelle Keast	Director
Jacqueline Tasca	Policy Analyst
Enoch Landau	Researcher and Program Evaluator
Zachary Young	Researcher and Program Evaluator
Arashyot Kang	Volunteer
Allison Kwong	Volunteer
Jessica Grimaldi	Volunteer
Fraser McGuire	Volunteer
Caitlin Urquhart	Volunteer

2012 Award Winners

Louise Chezzi	Dykstra Award
Donna Loi	MacFarlane Award
Jeff Vidler & Andrew Grenville	JHSO Volunteer of the Year Award

Board of Directors Executive Committee

Bruce Simpson	President
Ken Doan	Vice-President
Brian Cavanagh	Treasurer
Richard Beaupré	Secretary
Lisa Heslop	Executive Committee Member-at-large
Jim Preston	Executive Committee Member-at-large
John Rives	Executive Committee Member-at-large

Directors

Sheila Arthurs	Sandy Lychowyd
Ron Cuthbert	Rob MacLellan
Steve DeForest	Hermion Mayers
Stan Dudzic	Robert McMenemy
Abb Gilbert	Paul Mundra
Camille Hannays-King	Diane van de Valk
Paul Legacy	Pauline Wainwright

Staff Appreciation and Recognition.

We would like to recognize the longstanding and dedicated service of Pat Johnston, as well as the contributions of Enoch Landau, both of whom left the Society this year. We wish them both all the best in the future.



JHS Ontario Staff



Louise Chezzi (JHS Sudbury), Dykstra Award Winner with Paula Osmok, JHS Ontario

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Ms. Christin Cullen
Executive Director

Celebrating the 10th Anniversary of the Centre of Research, Policy & Program Development

Director's Note

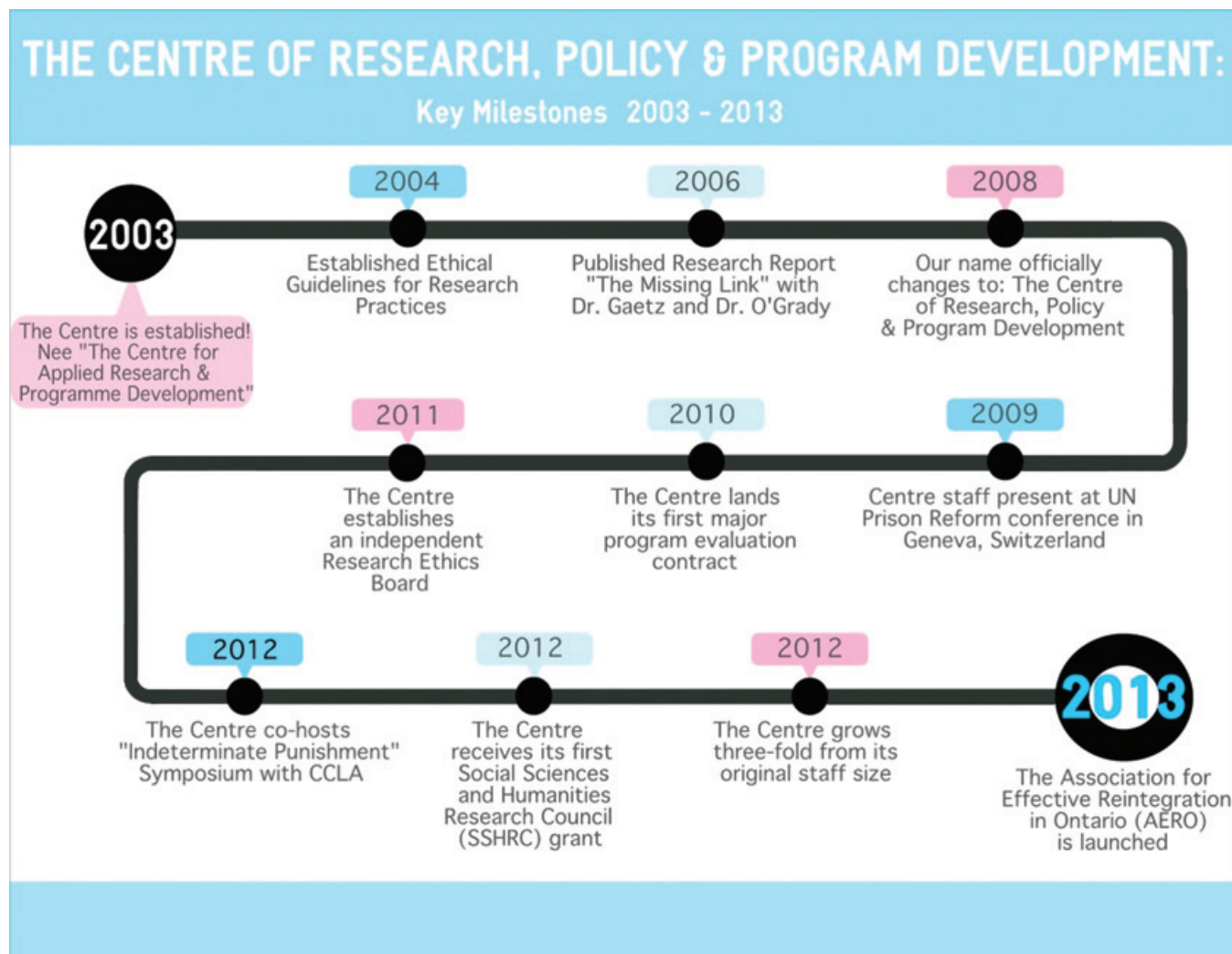
Ten years ago, the Society saw the need to be on the cutting edge of program development; a decade later we are innovators and leaders in evidence-based programming, policy and research in the social/criminal justice sector. I am honoured to be celebrating the 10 year anniversary of the Centre of Research, Policy & Program Development. It has been a very rewarding experience, for me personally, to have witnessed the Centre grow from several part-time staff to a team of full-time employees and a number of talented volunteers. The Centre has also expanded the range of services we effectively provide to our Affiliates in Ontario and has gained recognition both within our organization and externally for the quality of our work and the professionalism of Centre staff. The Centre's accomplishments are the result of a hard working and dedicated staff team; it is

through their drive and passion that we will continue to move forward as leaders in our field. We have tracked some of our most memorable milestones on the timeline below to map out how far we have come in a decade, and I sincerely look forward to the next rewarding 10 years of excellence in research, policy and program development here at JHS Ontario.

Sincerely,



Michelle Keast



Year at a Glance

Research

In January 2013, the Centre was delighted to facilitate the launch of the **Association for Effective Reintegration in Ontario (AERO)**. AERO is a joint project between the University of Guelph, York University and the John Howard Society of Ontario. Funded through a Social Sciences and Humanities Research Council (SSHRC) Partnership Development Grant, AERO is a component of the Centre's larger project *Navigating the Road to Reintegration*. AERO is one vehicle through which this larger project achieves its primary goals of multi-sectoral collaboration, knowledge mobilization and the development of streamlined programs and services to aid successful reintegration in Ontario. AERO means many things: collaboration, forward thinking, action oriented, and multi-sectoral. AERO is a group of individuals and organizations committed to translating research into practice and practice into change for more effective outcomes. AERO breaks down the silos between research and practice, allowing collaboration at all levels of program development, academia and front line service.

Policy

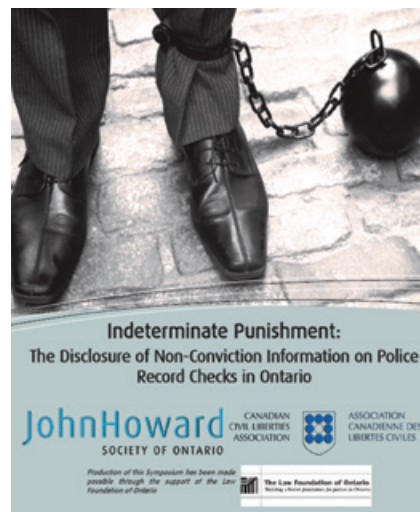
On November 8, 2012 the John Howard Society of Ontario, in partnership with Canadian Civil Liberties Association, hosted a symposium entitled, *Indeterminate Punishment: The Disclosure of Non-Conviction Information on Police Record Checks in Ontario*, which was funded in part by the Law Foundation of Ontario. The symposium was intended to be a day of learning and engagement on the topic of non-conviction police record retention and disclosure policies and practices in Ontario among professionals from various sectors affected by the issue.

We are pleased to report that the event was broadly attended by a diverse range of key stakeholders – a diversity that was also reflected in the speakers throughout the day. There was a general consensus that disclosing non-conviction records can have a very serious impact on Ontarians' lives. All speakers also recognized that police services are faced with making complicated decisions about what information to include on record checks amidst unprecedented demand for background check products from a growing number of industries. The symposium was an excellent opportunity to begin discussions of best practices and solutions to this growing issue. Centre staff will continue to engage with our partners and the diverse sectors with a stake in this issue in order to build on the work started at the symposium and to keep this issue at the forefront of the agenda in Ontario.



Program Development

This year, the Centre was contracted to undertake a research project on the Bail Verification and Supervision Programs in Ontario. As a result of this research, the Centre was able to prepare a number of program recommendations for the service providers, and policy recommendations aimed at the province. Program evaluation is a crucial component of successful and effective service provision, which helps us tell a story about the program/service by demonstrating its effectiveness on a variety of levels. For the John Howard Society, program evaluation is seen as an important part of our continuous improvement model – to examine what worked, what did not and why, so that the necessary changes can be made to ensure effective and efficient programming and service delivery. The Centre has a number of multi-year program evaluation contracts underway, on behalf of our local Affiliates, which produce results that our Affiliates utilize to effectively monitor, improve their programs and share success stories.



2013 | Faces of JHS

1. Winners of the JHS Trivia Contest, Debbie Woods (Belleville), Frank Stancic (Sarnia), Kathy Neill (Peterborough) and Tina Matchett-Bianco (Ottawa)
2. JHS Executive Directors from across Ontario - January 2013
3. Don Wadel (JHS Ottawa), John Bilton Executive Director Award recipient with Gillian Bilton and several JHS Executive Directors
4. Don Wadel (JHS Ottawa) receives the John Bilton Executive Director Award from Paula Osmok (JHS Ontario)
5. Maureen Zuniga (JHSO) receives recognition for 5 years of service to the Society from Bruce Simpson (JHSO Board President)
6. Endeavour Volunteer Consulting team lead, Donald Wallace presents final recommendations at the May 2013 EDC meeting



2013 | Faces of JHS

7. John Howard Society of Ontario Board of Directors meeting
8. Donation from Canadian Safe Schools Network, Sharing Warmth Drive 2012 - JHSO Staff and CSSN Staff
9. 2012 National Staff Conference
10. Andrew Grenville and Jeff Vidler present results of the national survey at the January 2013 meeting
11. Donald Wallace, Endeavour Volunteer Consulting, presents recommendations for a marketing strategy in Ontario at the January 2013 meeting
12. Shanno Fairfield (JHSO) receives recognition for 5 years of service to the Society from Bruce Simpson (JHSO Board President)



2013 | Faces of JHS

13. Work plan session at the January 2013 Executive Directors meeting
14. Michelle Keast (JHSO) receives recognition for 5 years of service to the Society from Bruce Simpson (JHSO Board President)
15. Paula Osmok (JHS Ontario), Frank Stancic (JHS Sarnia) and Suzanne Lajambe (JHS Sault Ste. Marie)
16. Happy Holidays from the JHS Ontario staff, December 2012
17. Bruce Simpson (JHSO Board President) and Paula Osmok (JHSO Executive Director)
18. Fraser McGuire receives the 2011 JHSO Volunteer of the Year Award from Bruce Simpson (JHSO Board President)

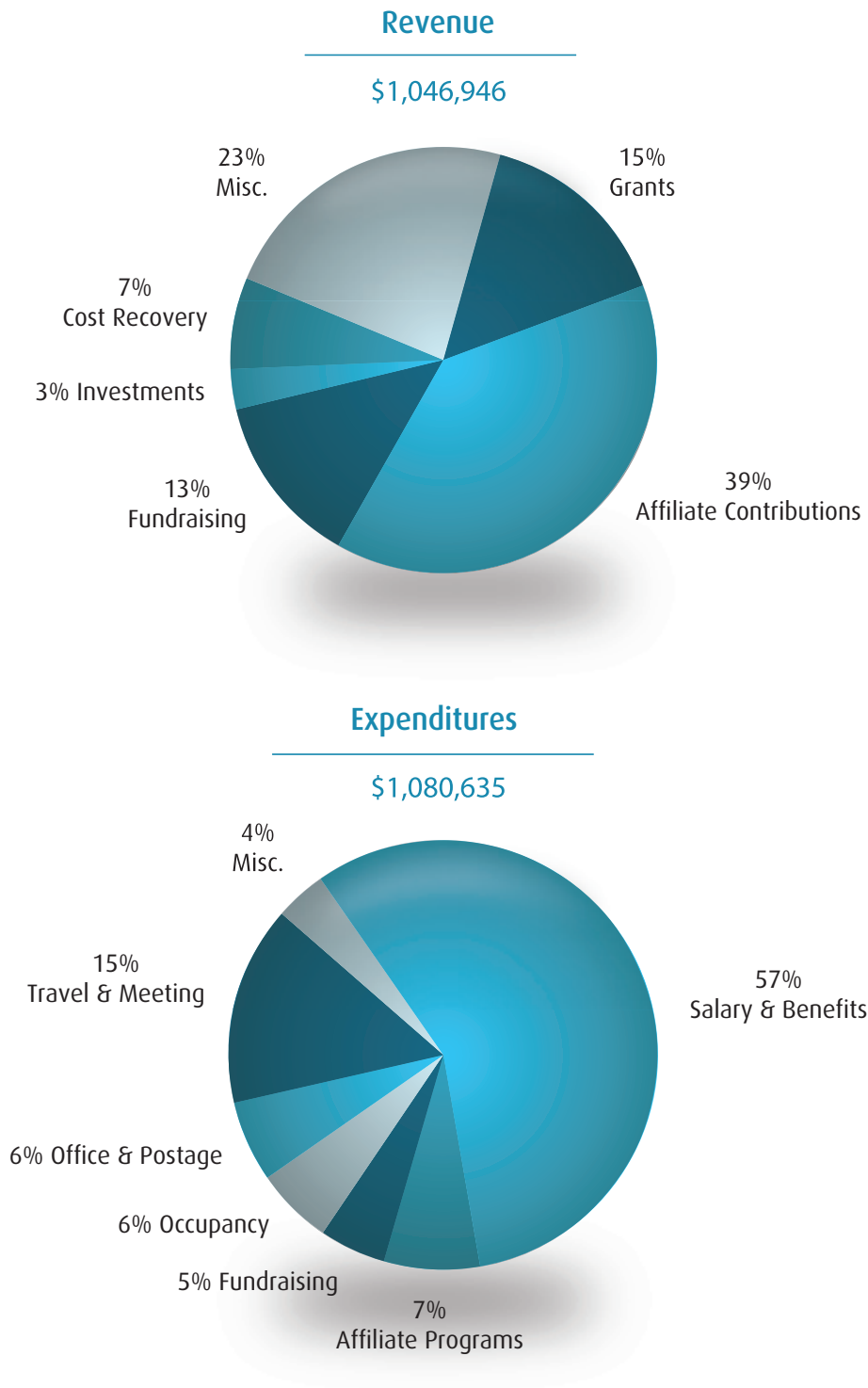


2013 | Faces of JHS

19. Jacqueline Tasca, JHSO presenting to the JHSO Board of Directors
20. 2012 National Staff Conference
21. Ontario Executive Directors and JHSO Staff at our May 2013 meeting
22. Paula Osmok (JHSO) receives recognition for 10 years of service to the Society from Bruce Simpson (JHSO Board President)
23. JHSO Staff and volunteers at the U of T Bake Sale December 2012
24. Presenter panel at the Indeterminate Punishment Symposium hosted by JHSO and the Canadian Civil Liberties Association



2012 Revenue & Expenditures



Audited financial report reflects an unrealized gain on investments as well as amortization of capital assets resulting in a net deficit of (\$22,883) for 2012.

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

JohnHoward
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