May 7, 2018
Premier’s Award for Excellence in Correctional Services
Minister’s Awards for Correctional Achievement
Deputy Minister’s Viola Desmond Inclusion Award
Order of Program

9.00 am  Welcome
Barb Forbes
Master of Ceremonies
Keith Chapman
Elder
Esther DeBoer, National Anthem
Ministry of Community Safety and Correctional Services

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Awards Presentation

Premier’s Award for Excellence in Correctional Service

Minister’s Awards for Correctional Achievement
Exceptional Bravery  |  Exceptional Humanitarian Service  |  Exceptional Volunteer Service  |  Exceptional Achievement

Deputy Minister’s Viola Desmond Inclusion Award

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Keynote Speaker
Deborah Newman, Former Deputy Minister, MCSCS

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10.45 am  Reception

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11.30 am
Depart for Ceremony of Remembrance and the unveiling of the Corrections Workers’ Monument at Whitney Plaza

Adrian Irvine, violin and Livia Coburn, cello
University of Toronto, Faculty of Music
On behalf of the Government of Ontario, I am honoured to extend warm greetings to everyone attending the Correctional Services Awards, hosted by the Ministry of Community Safety and Correctional Services.

Our correctional services staff are a key part of our province’s justice system. They take on a wide range of vital duties — from helping ensure the safe and secure operation of the 25 adult correctional facilities across our province to helping clients reintegrate into society. I am pleased that we are again taking the time to recognize the correctional services staff who have distinguished themselves by the quality of their service and their achievements.

I sincerely congratulate the recipients of the 2018 Correctional Services Premier’s Award, the 2018 Correctional Services Deputy Minister’s Viola Desmond Inclusion Award, and the 2018 Minister’s Correctional Services Awards.

I recognize that their work is not easy. I am grateful for their dedication and professionalism, and for the role they play in building strong and safe communities in Ontario.

Please accept my best wishes for a meaningful and inspiring ceremony.

Kathleen Wynne
Premier
Welcome to the second annual Correctional Services Awards.

These awards honour the exceptional achievements of correctional services staff. Last year, I had the pleasure of attending the inaugural awards, and it was gratifying to see the dedication and professionalism of our staff being recognized and celebrated.

Today, I am privileged to present the Minister’s Awards for bravery, volunteerism, and humanitarian service. I look forward to paying tribute to this year’s recipients, particularly because they have been nominated by their friends and colleagues – the people who know first-hand the excellence and dedication they bring to the performance of their duties.

This morning’s ceremony includes the prestigious Premier’s Award for excellence in leadership, innovation or teamwork, and I am pleased that Premier Wynne will once again present the award. Deputy Minister Erry will recognize achievement in diversity, equality, human rights, inclusion and accessibility through the Deputy Minister’s Viola Desmond Inclusion Award.

I congratulate all the nominees for your outstanding work. I also thank the nominators for both recognizing excellence in your colleagues, and for taking the time to participate in the nominating process. Finally, I would like to thank each and every one of you for the work you do every day in our institutions, and in our communities, to help make Ontario a safer place to live.

I hope you enjoy this morning’s ceremony. Please join me in congratulating the 2018 recipients of the Correctional Services Awards.

Marie-France Lalonde
Minister of Community Safety and Correctional Services
I am pleased to welcome you to the second annual Correctional Services Awards and my first awards as Deputy Minister.

It is fitting we celebrate the outstanding staff achievements in this ceremony during Correctional Services Staff Recognition Week. Today, we honour recipients with the prestigious Premier’s Award, the Minister’s Awards for bravery, volunteerism and humanitarian service, and the Deputy Minister’s Viola Desmond Inclusion Award.

The work in Correctional Services spans many professions, skills, and locations. What links us together is a common commitment to inclusion, diversity, ethics, integrity, fairness, and honesty. Your professionalism and dedication permeates all areas of the ministry – whether in operations, programs or services. As we gather today to applaud our colleagues, I hope you will feel a collective sense of pride in what you do to help keep Ontario safe.

Correctional Services stands on the precipice of great change. We are modernizing our correctional system so that safety is enhanced, human rights are protected and there is dignity for all. The work being honoured today stands as a testament that we can achieve our goals.

Congratulations to all of today’s recipients for your outstanding contributions to Correctional Services in Ontario. Thank you for your dedication to helping our clients, in institutions or in the community, and thank you for inspiring your co-workers to reach new levels of excellence every day. Together, Ontario will become a leader in correctional services based on international standards of care.

Sam Erry
Deputy Minister of Community Safety and Correctional Services
2018 Correctional Services Awards Recipients
Marg Welch has held almost every senior position on the community and custodial sides of correctional services, and never lost her passion to make a difference, and her compassion for the well-being of our clients.

Ms. Welch has been instrumental in the introduction of many service innovations, including the Ontario launch of STICS (Strategic Training Initiatives in Community Corrections) and significant revisions to the Domestic Violence Policy to ensure comprehensive assessment, diligent supervision and greater protections for survivors.

One of her career highlights was the 2004 opening of the St. Lawrence Valley Correctional and Treatment Centre in Brockville. She worked tirelessly with correctional staff and medical professionals to build a partnership between correctional services and a local psychiatric hospital to open Ontario’s first dedicated treatment centre for male clients with severe mental health issues.

One of the first recipients of the Viola Desmond Deputy Minister’s Award, Ms. Welch is an influential and inclusive leader who gave generously of her time to employee networks such as Women in Corrections, CURE, Pride in Corrections and Nation to Nation.

Marg Welch continues to tell a compelling story of why we are here and who we serve. She inspires others to see the meaning of our work. Her legacy will have a lasting and positive effect on the ministry and the services we provide.
Ontarians would be surprised to learn of the number of volunteers that enter our institutions to offer support and help deliver rehabilitative programs to our clients.

Liz Cascagnette has worked at the Central North Correctional Centre (CNCC) in various positions. It is in her role as volunteer coordinator where she has truly made her mark, and made a difference for the staff and inmates at CNCC.

Ms. Cascagnette was able to turn around an almost non-existent program by attracting a team of over 100 enthusiastic volunteers who assist the inmates at the correctional facility by supporting their educational, rehabilitative and religious needs. Her enthusiasm for volunteerism is contagious, and she ensures that volunteers feel needed and appreciated.

A signature of Ms. Cascagnette’s approach to volunteerism is to identify gaps in service to clients, and proactively search out volunteers who can assist. One example is her constant effort to provide volunteer support services for clients with alcohol addictions. She is also an enthusiastic and fantastic organizer of large events that succeed in bringing the institution and community closer together.
Jenny Cece
Manager, Labour Management Liaison

The Ontario Correctional Services Code of Conduct and Professionalism (COCAP) policy outlines behaviours expected of all correctional services staff, regardless of position and rank. Popular in the private and broader public sectors, until recently no such code existed within correctional services.

The task of putting a document together was given to Jenny Cece. Since 2013, Ms. Cece has been the guiding hand on the development and implementation of the COCAP policy on the frontline. She sketched out the concept and assembled a diverse team to draft the document and test the language to ensure it was clear and ‘water tight’.

It was never going to be easy, and Ms. Cece worked with bargaining units, the Ontario Human Rights Commission, Treasury Board Secretariat and the Office of the Ombudsman to ensure ‘buy-in’ across the ministry.

The COCAP began as a blank sheet of paper, and has evolved into a ground breaking initiative to introduce a new standard of professionalism to correctional services. A COCAP E-Learning module, developed through Ms. Cece’s leadership, will be introduced this year. The E-Learning Module will deliver clarity to the work place and help support the transformation agenda.

While the development and implementation of the code has been a team effort, Jenny Cece’s leadership was instrumental in the design, development and support of the COCAP.
In 2017, the Correctional Services Recruitment Unit (CSRU) hired 25 per cent more correctional officers than in 2016, and 186 per cent more than 2013, when the hiring freeze was lifted. Historically, this was the unit’s single largest hiring of COs in one year, and required innovative new approaches in recruitment and community awareness.

The CSRU is responsible for the recruitment, assessment and selection of fixed-term correctional officer positions. In addition, the CSRU is responsible for community outreach to encourage qualified individuals from diverse backgrounds to consider a career in corrections.

The unprecedented level of hiring was to support the ministry’s 2016 commitment to appoint 2,000 new COs over the next three years, while ensuring that only highly qualified candidates receive an offer to attend the Correctional Officers Training and Assessment (COTA).

To support a burst of new hires, CSRU took significant steps to reduce the length of the ‘posting to conditional offer’ process from 12 to six months. The unit collaborated with the Canadian Forces, RCMP, OPP and municipal police services to create awareness of COTA and attract new staff. It also attended over 600 community outreach events.

The hard work has paid off. The CSRU has experienced significant success in exceeding hiring targets, streamlining recruitment and expanding the correctional services presence in diverse communities across Ontario.

Jennifer Adoranti, Jean Barker, Avneet Biln, Ryan Brooke, Vicky Conner, Teena Cross, Joyce Eng, Kaitlin Legassic, Anna Mannella, Rachna Pahwa, Glenda Paull, Keenan Peppiatt, Jennifer Roukkula, Ryan Sandberg, Jennifer Snyder, Dalina Tshinyama
Correctional Officer Erika Dorion has dedicated her career in correctional services, listening to her clients and taking the time to help them problem-solve. Many clients ask for her by name when they are seeking support.

“She’s often the first to identify when [a client] is struggling. She takes time to get to know the clients on our unit and works to identify and encourage strengths in them,” a Central North Correctional Centre (CNCC) addictions counsellor said.

A proud Métis, CO Dorion embraces her culture and allows the teachings of her ancestors to guide her in performing her duties. She is a member of the Superintendent’s Indigenous Advisory Committee and CNCC and an active participant in the ministry’s annual Indigenous Gathering.

Most important, CO Dorion is a powerful advocate of rehabilitative programming, and regularly takes the initiative to support new and existing programs. “I have heard her many times trying to motivate and challenge the [clients] to do programming and seek ways to better themselves,” one CNCC rehabilitative officer said. She sees the value that volunteer services hold for clients, and will do what she can to ensure that these services are delivered in a safe and professional manner.

Correctional Officer Erika Dorion wears a number of hats at CNCC, and she wears them all with the utmost compassion and professionalism.
Strategic Projects Unit-Human Rights Plan (SPU-HRP)

The Strategic Projects Unit-Human Rights Plan (SPU-HRP) leads the implementation of correctional services’ commitments under The Journey Together: Ontario’s Commitment to Reconciliation with Indigenous Peoples. SPU-HRP works with Indigenous communities and partners to help create a culturally relevant and responsive justice system. To address these commitments, SPU-HRP held engagement sessions across the province.

In March 2017, SPU-HRP was given less than 30 days to pull together a two-day event to mark the end of those engagement sessions. This included organizing speakers, developing workshop and coordinating logistics for over 100 guests, including Elders and presenters, some from remote locations.

With little time to plan, the SPU-HRP team went into overdrive, adjusting schedules and devoting their personal time and attention to the project while balancing their regular workload and other priorities to deliver a culturally relevant and meaningful event. The agenda included traditional teachings, informative sessions, inspiring remarks from Elders, practical workshops and insightful best practices from other jurisdictions.

A closing ceremony was not one of The Journey Together commitments, but it was a respectful and meaningful way to acknowledge participants and mark an important milestone on the correctional services’ journey to enhance service delivery for Indigenous clients. Thanks to the team’s exceptional achievement and passion, the closing ceremony was an enormous success. It raised awareness of issues affecting Indigenous peoples and promoted broader healing and reconciliation efforts.

Sarah Densmore-Crew, Bo Jiang, Lori Ann Kruger, Ashley Lawrence, Marlene Lesage, Lisa Martin, Devika Mathur, Donna Mcleod Shabogesic, Mai Phan, Valerie Pollak, Preeya Rateja
Carolin Jones is a leader and innovator. Currently posted as probation court liaison officer (CLO) at the Waterloo Region Courthouse, Ms. Jones is the ‘go to’ person for difficult cases, procedures and coaching accused on appropriate manners under oath.

She developed a guide on consistent court practices, including templates that highlight community corrections as a professional stakeholder in the justice system, and prepared a manual to keep back-up CLOs knowledgeable and practices consistent in her absence (she leaves her back-ups bars of chocolate and personalized thank you notes).

Ms. Jones was involved in the implementation of Anger Management and Intensive Anger Management programs before such programming became the norm in Ontario. She continued to implement these programs while carrying a full caseload of adult and young clients.

Given her lengthy list of impressive accomplishments, it is probably Ms. Jones’ humanity that shines most. She quietly provides support to clients who have just been released from custody, including keeping her desk full of supplies (shoelaces, gloves, etc.) for clients who have been released at court and do not want to return to jail for their belongings. Carolin Jones celebrated 30 years as a probation and parole officer in January. She has made a career of bringing people together and building positive connections within the entire justice system.
The Monteith Correctional Complex (MCC) services Indigenous clients from many remote communities, including the James Bay Coast. Up to 70 per cent of MCC’s adult male population and 80 per cent of its adult female population are Indigenous clients, illustrating the over-representation of Indigenous people in the correctional system.

Meeting the diverse needs of Indigenous clients and delivering effective culturally-specific programs in an institutional setting can be challenging at times. With the support of the MCC Leadership Team, Indigenous programming has flourished as an integral part of program delivery at Monteith. The MCC Leadership Team has produced a robust schedule of Indigenous programs for Native Inmate Liaison Officers to deliver, including weekly talking/sharing circles, Indigenous core rehabilitative programs, monthly sweat lodges, daily smudging, grief ceremonies, cultural activities and National Aboriginal Day ceremonies.

In 2017, Monteith embarked on the Indigenous and Remand Program to address the issue of too many Indigenous clients remanded into custody who are not perceived to be a risk to public safety. This program has proven successful, and Monteith has seen a reduction in Indigenous clients on remand, reducing capacity pressures and overcrowding.

The MCC Leadership Team plays a vital role in supporting the ministry’s inclusion goals, especially how they relate to the delivery of leading-edge practices in service delivery of Indigenous programming.

Donna Bujold, Roger Graham, Margaret Haskins, Marlène Miron, Joel Roy, Kim Wylie
The growing number of overdose deaths caused by opioids, including fentanyl, is evolving into a public health crisis. According to the Chief Coroner, one in 10 drug toxicity deaths of adults in Ontario occurs within one year of release from a provincial correctional facility, with the highest risk happening in the first week after release.

To address this emerging crisis, a small team within the ministry partnered with the Ministry of Health and Long-Term Care to manage addiction and associated complications, including a risk of overdose within the custodial population. The Naloxone Working Group developed a strategy to address opioid addiction, including admission screenings, opioid information sessions and posters, wallet-sized info-cards on where discharged clients could obtain Naloxone in the community, and establishing a process for at-risk clients to receive Take-Home-Naloxone kits from the facility upon their release.

The working group also implemented rapid response training for managers and correctional officers for suspected overdoses, significantly reducing the risk of death. Naloxone has been successfully used to respond to suspected overdose by correctional staff on a number of occasions.

Throughout, the group has continually encouraged employee engagement and education while supporting the goals of the broader Ontario Opioids strategy. As a result, the Naloxone Working Group has had a significant and positive impact on the workplace, while providing effective supervision of clients and maintaining a safe and secure environment.

Carrie Collier, Kacy Cumming, Ruth Dixon, Dr. Lori Kiefer, Lou-Ann Lucier, Linda Ogilvie
The Toronto East Detention Centre (TEDC) is at the forefront of transforming segregation practices. In January 2017, a newly-created step-down unit was opened, bringing to life the vision of senior management and TEDC’s segregation sergeants.

A step-down unit provides an intermediate level of supervision and programming between segregation units and regular living units. Once the concept was decided upon by a team of enthusiastic supporters, plans for the TEDC step-down unit came together quickly, and were meticulously developed to deal with all facets of the operation.

Clients selected for the unit were initially pulled from the administrative segregation client base. Those chosen had a profound interest and willingness to participate.

The TEDC step-down unit places strong emphasis on interaction. Clients enjoy activities such as drawing, puzzles, board games and cards. Some puzzle and game sets were purchased by the ministry, while more than 200 were generously donated by the Salvation Army.

As a result of the success of the initial step-down unit, two additional units have been created, including one focusing on the placement of clients with identified mental health issues. TEDC’s segregation population has been reduced from 70 segregation clients to 30 – numbers that have been maintained for more than a year.

Julie Humphreys, Robert Nimer, Jamie Perkins, Jennifer Rogers, Tracey Timoll
Minister’s Award for Exceptional Bravery

Murray Butler
Correctional Officer

On December 7, 2015, inmates at the Thunder Bay Jail’s top floor protective custody units initiated a plan to grab hostages and take control of the jail. It was a tense and threatening night for all correctional services staff involved, and Correctional Officer Murray Butler in particular.

CO Butler was escorting an inmate back to his cell when he was overpowered by multiple inmates and dragged into a living unit. The situation was escalating. The riot instigators were able to open all living unit entrance gates, allowing 69 inmates to pour into the CO areas and take control of the top floor of the institution.

Thunder Bay Institutional Crisis Intervention Teams were unable to overcome the barriers that had been erected to block off the area where CO Butler was being held.

As negotiations with the instigators proceeded, the negotiators could hear other inmates threatening CO Butler with physical harm over an institutional radio. Throughout the ordeal, CO Butler remained calm.

Rioters finally agreed to handover the hostage and injured inmates, and ICIT Teams were able to take control of the floor. Correctional Officer Butler was held hostage for approximately 4 hours. He displayed great calm in the face of adversity and helped to prevent a serious situation from turning deadly.
A pair of dry socks can make an enormous difference in someone’s life on a cold winter’s day. The London Core Probation and Parole Office support many clients who struggle with homelessness, addiction issues and mental health. This year, they went above and beyond, assembling care packages for men and women trying to keep warm during a harsh winter.

In the fall of 2017, the office began collecting hats, scarves, mittens and personal hygiene products for clients who do not always have the financial means to buy such items for themselves. Staff worked diligently to gather items they knew individual clients would need based on their experience. They purchased items on their own time using their own money.

Everybody in the London office took the initiative to purchase at least one essential item for the care packages. When a few more items were required, staff offered to make additional donations. Assembling the care packages brought a sense of purpose and spirit of teamwork to the office. Staff excitedly filled bags with toques, socks, gloves and hygiene products such as deodorant, toothbrushes, toothpaste, Kleenex and soap.

Over 80 care packages were produced and distributed to clients. The generosity of the London Core Probation and Parole Office had a positive impact on their clients and the ministry’s image in the community.

Marianna Barkho, Andrew Bisback, Ahalya Dayananda, Tom de Gryp, Jackie Hamilton, Murielle Lapp, KeriLyn Lewis, Geoff Lucas, Jennifer Mann, Christopher Manson, Kara McFarlen, Melissa McLain, Caitlin McMahon, Mark O’Sullivan (retired), Mary Peddie, Jennifer Procop, Simon Protopapas, Tracey Rath, Jennifer Snyder, Matthew Steele, Anissa Townson
Some bring their personal life to work. Pam Lutz brings her work to her personal life. When not working flat out on behalf of her clients, Ms. Lutz is in the community organizing food drives in support of local shelters, rallying participation for ‘take back the night walks’, gathering winter hats and mitten for clients, fundraising for the Sexual Assault Survivor’s Centre and encouraging involvement in the “adopt a family” drive at Christmas.

Ms. Lutz has been employed as a probation and parole officer for more than three decades. She shows unparalleled empathy, compassion and advocacy on behalf of her clients, always working the phone and seeing clients without appointments regardless of her workload.

For many years, Ms. Lutz has championed rehabilitative programming, specializing on working with sexual offenders in an effort to reduce the risk of re-offending and to promote public safety. She routinely shares her professional expertise with others and is an active member of the sex crimes committee. A respected member of the Sarnia Sexual Assault Survivor’s Centre board, she volunteers her time on the crisis line and at community awareness events.

Pam Lutz’ commitment to improving the lives of others extends beyond her professional work and into the community where she lives.
The annual National Peace Officers’ Memorial Run honours those who have made the ultimate sacrifice in the service of others. Every September peace officers, including correctional officers, participate along a 460-kilometre stretch from the Ontario Police Memorial at Queen’s Park in Toronto to the National Police Memorial on Parliament Hill in Ottawa.

Rose Beauchamp is an enthusiastic volunteer in her community. One of her most cherished causes is National Peace Officers’ Memorial Run – also known as the Run to Remember – where she has served as a provincial coordinator.

For the last five years, Sergeant Beauchamp has worked closely with Peel Regional Police (the run’s founders and organizers) to select a relay team and route support volunteers, book motel rooms for up to 24 runners over three nights and fundraise through the sale of t-shirts. Since 2005, the run has raised money to support peace officer memorial funds, scholarships and trust funds for families of fallen officers.

A proud member of the Northeast Region Ceremonial Unit, Sergeant Rose Beauchamp is also an active volunteer for the Special Olympics, helping more than 4.5 million children and adults in Ontario and around the world participate in year-round athletic training and competitions.
The husband and wife team of John and Pauline Cox have contributed over 7,100 hours of combined volunteer service at the Central North Correctional Service (CNCC). The positive impact they have is incalculable.

Since August 2003, Mr. and Mrs. Cox have been a part of the fabric of Chaplaincy Services at CNCC. “These are caring human beings who have it in their hearts to give their resources of time and money to ensure that the offenders at CNCC get the most out of Spiritual Care Services,” said the institution’s Chaplain.

Mr. and Mrs. Cox are gifted musicians who often share songs of peace and hope with clients. They usually volunteer at the institution once or twice a week, conducting Music Ministry, Cart Ministry that maintains the Chaplaincy library, and delivering mail and literature to all living units, while offering prayer and encouragement to clients along the way. They also perform Christian Services, averaging about six services a month.

Each year, they participate in the Angel Tree program, a partnership between institutions and community church programs to reach out to the children of clients incarcerated over Christmas.

It is estimated that John and Pauline Cox have touched the lives of almost 41,000 clients at CNCC, delivering a message of hope in their teachings and support for others.
The Law Enforcement Torch Run (LETR) is the single largest fundraiser in the world for the Special Olympics. For 20 years, Regan Pilatzke has been an integral part of the Ontario chapter of the global Torch Run movement in northern Ontario.

The Torch Run is actually a 365-day-a-year fundraising program, with Mr. Pilatzke at the heart of local fundraising drives such as Community Mall Tolls, Polar Bear Plunges, golf tournaments, BBQs and the annual community torch run, along with his family and beloved dog Piper.

These efforts directly help over 18,000 Special Olympics Ontario athletes participate in annual games. Mr. Pilatzke, who enjoys running and other athletics, is an active participant in the annual “Flame of Hope” carried across Ontario communities prior to an Ontario Special Olympics. His involvement includes the “Final Leg” that carries the Flame of Hope to the opening ceremonies to kick off the annual games.

In 2013, Mr. Pilatzke was presented with the Ontario Law Enforcement Torch Run Award of Honour, recognizing exemplary commitment to the Torch Run.

A member of the Northeast Region Ceremonial Unit, Regan Pilatzke is a true asset to the Torch Run movement, and its quest to raise awareness and funds for individuals with intellectual disabilities. His hard work showcases probation and parole as committed supporters of the Special Olympics.
Chandal-Rae Sutherland is busy preparing for 2019, and Sault Ste. Marie’s hosting of the annual Ontario Special Olympics. Ms. Sutherland has been an active supporter of the Ontario Special Olympics and the Law Enforcement Torch Run (LETR), the single largest fundraiser for the Special Olympics, worldwide.

In addition to being a valuable member of the 2019 Special Olympics Winter Games Committee, Ms. Sutherland also sits on the executive board for Special Olympics Sault Ste. Marie as lead fundraiser. She is heavily involved in local fundraising activities, including local baseball and hockey tournaments, special dinners and silent auctions.

Last year, Ms. Sutherland was instrumental in taking the annual Polar Bear Plunge to new heights (or depths as it were) by joining fellow polar bearers from neighbouring Michigan in one plunge. She has also helped to build close ties with Michigan Law Enforcement and Special Olympics organizers.

When Chandal-Rae Sutherland signs up to do something, you are getting more than Chandal-Rae. Her enthusiasm is contagious around the Algoma Treatment and Remand Centre, and with the Northeast Region Ceremonial Unit, of which she is a member. Her colleagues are happy to pitch in and attend her fundraisers. A charity ball hockey game involving the Sault Ste. Marie Institutional Crisis Intervention Team was a 2017 highlight on the events calendar.
When Lori Anne Kruger began her career as a Correctional Officer in Thunder Bay, she immediately picked up on a need for increased services and supports for First Nations, Métis and Inuit clients. Since those early days, her hard work has assisted institutional and community staff to understand the elements of Indigenous teachings, history and culture, and how these lessons can be brought to the ministry’s core programs for Indigenous clients.

As an Indigenous Program Analyst, she has created several new programs including the Biidaaban Kwewok and Biidaaban Niniwok, life skills for Indigenous women and men within institutional and community services. Her considerable skills are also used to ensure clients are provided with an opportunity to examine their behaviour and develop strategies to walk a healthier path.

She assists others to identify systemic issues, remove barriers and promote inclusion initiatives and also provides support to Correctional Services Nation to Nation and the Truth and Reconciliation Commission’s Elder’s Council and Indigenous Healing Centre Working Groups.

Lori Anne Kruger has a tremendous impact on staff and clients as the ministry strives to offer quality programming for Indigenous men and women.
Arlene Terry does not want to merely talk about the harmful impact of micro-inequities in the workplace. She wants to show how micro-affirmation—small but meaningful gestures such as inclusion, caring, and listening—can unlock employee potential and performance and transform the work environment.

Ms. Terry has succeeded with a groundbreaking presentation and video chat being used for workshop training and orientation purposes for new and current staff. By focusing on day-to-day interactions, she has been able to use her in-person talks to reach approximately 1800 OPS employees and hundreds more through the online video, a TEDxOPS condensed version of the presentation.

In the presentation, Ms. Terry shares the cumulative impact of language and action, giving a clear understanding of the impact they make on others without intending harm.

The program has been used by the Centre for Learning and Leadership for its Advancing into Management program, and has also been included as part of a jurisdictional scan by the OPS Diversity Office in their development of a reference document of OPS-wide diversity initiatives.

Based on her presentation, Arlene Terry has gone above and beyond expectation in creating an inspirational and transformational workshop where no one is judged but all are challenged to do better.
Acknowledgements

Correctional Services Ceremonial Unit

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Selection Committee

Premier’s and Minister’s Award

Christina Danylchenko
Arlene Berday
Kevin Sawicki
Kevin West
Bart Nowak
Stuart McGetrick

Deputy Minister’s Awards

Bart Nowak
Stuart McGetrick
Devika Mathur
Melissa Djurakov

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Nominators

David Carr
Liz Cascagnette
Emily Coleman
Bob Cooke
Barb Forbes
Carol Knight
Peter Lalonde
Darlene Morin
Amber Niergarth
Darrell Pettefer
Jennifer Rogers
Austin Toth
Mark Walker