



# 2024



# Annual Training on Risk Assessment

**One law, many voices:  
Understanding offender diversity in  
the context of decision-making**

October 21 to 25, 2024

Atlantica Hotel

1980 Robie St

Halifax, Nova Scotia

# CONTENT

---

<b>MESSAGE FROM THE CHAIRPERSON</b>	<b>1</b>
<b>PAROLE BOARD OF CANADA LEADERS</b>	<b>2</b>
<b>SPECIAL GUEST</b>	<b>4</b>
<b>SCHEDULE</b>	<b>5</b>
<b>PLENARY DESCRIPTIONS AND SPEAKERS</b>	<b>11</b>
Community Alternatives and Resources for Black Individuals	11
Immigration: Removal Orders in the Immigration Continuum	12
Inclusive Decision-Making for Gender and Sexual Diversity	13
<b>WORKSHOP DESCRIPTIONS AND SPEAKERS</b>	<b>14</b>
Keeping Our Humanity: Considerations in Decision-Making for people with Mental Health and Neuro-Cognitive Conditions	14
Black Individual Systemic and Background Factors	15
Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the <i>Canadian Human Rights Act</i> in PBC Decision-Making	16
<b>USEFUL INFORMATION</b>	<b>17</b>
<b>HOTEL FLOOR PLAN</b>	<b>20</b>
<b>HELP &amp; SUPPORT</b>	<b>21</b>

[SCHEDULE](#)

[PLENARIES](#)

[WORKSHOPS](#)

[MONDAY](#)

[TUESDAY](#)

[WEDNESDAY](#)

[THURSDAY](#)

[FRIDAY](#)

# MESSAGE FROM THE CHAIRPERSON

---

I am delighted to welcome you to the Parole Board of Canada's (PBC) 2024 Annual Training on Risk Assessment (ATRA), in Halifax, Nova Scotia.

The theme of this year's ATRA is ***One Law, Many Voices: Understanding Offender Diversity in the Context of Decision-Making***. This theme underscores PBC's adherence to the *Corrections and Conditional Release Act* (CCRA), which requires that policies adopted by the Board respect gender, ethnic, cultural, and linguistic differences and be responsive to the unique needs of offenders. Our training this week will ensure Board members understand the importance of considering systemic background factors and cultural diversity in their decision-making.

ATRA 2024 is a learning opportunity, which will highlight that Board members' decisions must be free of bias or prejudice based on race, age, national origin, gender, religion, sexual orientation, disability, or socio-economic status.

Increased understanding of diversity in the context of decision-making will further enable the Parole Board of Canada to pursue its mandate while continuing to protect Canadians and contribute to the reintegration of offenders.

This will be the first time that I will attend ATRA as Chairperson, I look forward to seeing you all and meeting some of you for the first time.

Welcome to Halifax.

Joanne Blanchard  
Chairperson

# PAROLE BOARD OF CANADA LEADERS



## Joanne Blanchard, Chairperson

Joanne Blanchard was appointed as the Chairperson of the Parole Board of Canada (PBC) in June 2024.

In the spring of 2024, Ms. Blanchard performed the administrative functions of the Regional Vice-Chairperson for the PBC's Quebec Region and was officially designated in that role in May 2024. She has been a PBC Board member since October 2022.

Ms. Blanchard began her career as an Independent Board Member and Adjudicator for the Correctional Services of Canada, where she conducted disciplinary court hearings. Her decision-making and adjudicating skills were further honed during her tenure as a Board Member of the Employment Insurance Board of Referees and the Social Security Tribunal.

In 2016, Ms. Blanchard joined the Immigration and Refugee Board (IRB) as a Board Member, where she presided over hearings for asylum seekers. Her leadership skills and dedication to efficient, fair processes were recognized with several key roles, including as Assistant Deputy Chairperson of a national Task Force. Notably, she developed change management strategies during the COVID-19 pandemic, enhancing productivity and consistency in decision-making.

Joanne Blanchard brings a wealth of experience and a deep commitment to justice. Her career spans over two decades, marked by significant contributions to the fields of public safety as well as immigration and refugee protection.

Throughout her career, Ms. Blanchard has been recognized for her leadership and innovation and received various organizational awards which highlighted her contributions to leadership and innovation.

Ms. Blanchard holds a Bachelor of Laws from Université de Moncton and a Bachelor of Psychology from McGill University.



### **Sylvie Blanchet, Executive Vice-Chairperson**

Sylvie Blanchet was appointed as the Executive Vice-Chairperson (EVC) of the Parole Board of Canada (PBC) in January 2018 and re-appointed in January 2023. Prior to her appointment as EVC, Ms. Blanchet was the Regional Director General for the PBC’s Atlantic Region. She has worked in the field of Public Safety for Correctional Service Canada (CSC) and the Parole Board since 1992.

In her 32-year career, Ms. Blanchet has held several positions with CSC and for over 16 years with the PBC. As the EVC of the PBC, she provides leadership and advice on all matters relating to Board members including the Board member appointment process, Board member training, quality assurance as well as professional standards for all Governor in Council (GIC) appointments.

Ms. Blanchet heads the Board Member Secretariat and exercises all powers, duties and responsibilities of the Chairperson in her absence. She has extensive correctional experience working in federal institutions (minimum, medium and maximum) as well as in the community. She has a strong sense of the importance of partnerships and works closely with partners in Canada and abroad.

Ms. Blanchet earned a Bachelor of Social Work at the Université de Moncton. She earned her Bachelor of Social Work at the Université de Moncton.



### **Daryl Churney, Deputy Chairperson**

Daryl Churney was appointed Executive Director General, Parole Board of Canada (PBC) on April 3, 2018 and was subsequently promoted to Deputy Chairperson of the PBC on May 17, 2022.

Mr. Churney began his career as a Policy Analyst with the then Department of the Solicitor General of Canada in 2001 and has developed extensive experience in criminal justice public policy, legislative reform, litigation management and strategic policy and governance.

The Deputy Chairperson (DC) is the most senior public servant at the PBC and is accountable, through the Chairperson’s delegated authority, as the chief operating officer for all Board policy, programs, planning, national operations and the provision of all corporate services. The DC provides corporate leadership for the integrity of the parole, clemency, record suspension and expungement activities conducted by the Board, and serves as the Chairperson’s key interlocutor with other Federal/Provincial/Territorial governments and central agencies on all matters of PBC operations on a national basis and plays a key liaison role between partners and key stakeholders.

As DC, Mr. Churney has guided the PBC through significant milestones, including a comprehensive review of the Board’s policy framework; the reframing of Board operations during the COVID-19 pandemic; a renewal and expansion of the Board’s outreach program; the development of a hybrid work environment; the harmonization of conditional release operations; renewal of the Clemency Program; and the advancement of numerous frameworks to strengthen the PBC’s responses to women offenders and marginalized offenders in the parole process.

Before joining the PBC, Mr. Churney served as Director, Portfolio Policy and Governance at Transport Canada, and prior to that he served as Director, Corrections and Criminal Justice Policy at Public Safety Canada. Over his career, Mr. Churney has led more than three dozen major law reform projects, has served as Co-Chair of the Federal/Provincial/Territorial Working Group on High Risk Offenders, and has managed one of the largest Governor-in-Council appointment portfolios in Government. Mr. Churney has also gained extensive experience working closely with a number of Indigenous communities across Canada on land claim matters, border crossing and security issues and the management of government assets.

Mr. Churney has appeared as an expert witness before committees of the House of Commons and the Senate. He has extensive experience working with GIC appointees, Minister’s Offices, parliamentarians and voluntary sector partners active in criminal justice. From 2016 to 2018, Mr. Churney was Director-At-Large for the St. Leonard’s Society of Canada and Chair of its Policy Committee.

Mr. Churney holds a Bachelor of Arts in Political Science from the University of Western Ontario, a Master of Arts in Legal Studies from Carleton University and a Certificate in Executive Leadership from the Institute on Governance.

# SPECIAL GUEST

---



**John Sinclair** is a recognized Cree Elder in Alberta, with roots in the Good Fish Lake First Nation, the Ermineskin First Nation and the Wolf Lake Metis Settlement. He has rights to conduct several Ceremonies, and has additional experience with counselling and program facilitation, including the Kairos Blanket Exercise. He is active in his community as a Pipe Holder, Sweatlodge Keeper, and public speaker. Family is very important to Elder John as both a father and grandfather.

He was previously appointed to a number of Boards, including the Red Deer Native Friendship Society, the Correctional Service of Canada (CSC) Regional Council of Elders and the CSC Regional Aboriginal Advisor Committee. He initiated a local Community Healing Circle and has provided Ceremonies and Indigenous Awareness training to the High School and College in Olds, Alberta. Elder John has also been a member of the Elders' Advisory Committee for Child and Family Services in Red Deer, Alberta. Recently, he has been sharing his knowledge and Teachings through his writing, some of which is published by [www.colouringitforward.com](http://www.colouringitforward.com).

Elder John was actively involved with CSC for over 20 years, beginning as a Contract Aboriginal Program Officer at the William Head Institution from 2000 to 2005 and then Bowden Institution until his retirement from his CSC role of Institutional Elder in 2021. His lengthy experience with the correctional system and working with Indigenous offenders, combined with his role as an active, highly respected Elder in the community has made him a valued contributor to the work of the Parole Board of Canada at Elder-Assisted Hearings throughout the Prairie Region since 2017.

# SCHEDULE

\* All times are Atlantic Standard Time

Please note that this is a generic schedule and each participant has been assigned to a specific group for the afternoon workshops. Your personalized schedule can be found on the back of your ID card.

For planning purposes, participants are expected to respect their assigned group.

## Monday, October 21, 2024

<b>8:00 AM</b>	<b>Travel to Halifax</b>
<b>10:00 AM</b>	<b>Chairperson's Indigenous Circle Meeting</b>
<b>12:00 PM</b>	<b>Lunch (60 min)</b>
<b>1:00 PM</b>	<b>Chairperson's Indigenous Circle Meeting (continued)</b>
<b>3:00 PM</b>	<b>Hotel Check-in and Registration</b> Room: Guild Hall Lobby
<b>5:00 PM</b>	<b>Meet &amp; Greet</b> Room: Guild Hall Lobby
<b>6:30 PM</b>	<b>End of Day</b>

## Tuesday, October 22, 2024

<b>9:00 AM</b>	<b>In-Person Gathering / Tea &amp; Coffee</b> Room: Guild Hall Lobby
<b>9:45 AM</b>	<b>Executive Vice-Chairperson Opening's Remarks and Housekeeping</b> Room: Guild Hall
<b>9:50 AM</b>	<b>Cultural Opening Ceremony</b> Room: Guild Hall
<b>10:00 AM</b>	<b>Chairperson's Opening Remarks and Land Acknowledgement</b> Room: Guild Hall
<b>10:15 AM</b>	<b><u><a href="#">Plenary Session – Community Alternatives and Resources for Black Individuals</a></u></b> <b>Speakers:</b> Dr. Tanya Sharpe & Lacey Lozier Room: Guild Hall
<b>11:45 AM</b>	<b>Lunch (90 min)</b>

<p><b>1:15 PM</b></p>	<p><b>Workshops</b></p> <p><u><a href="#">Group 2 / B - Keeping Our Humanity: Considerations in Decision-Making for People with Mental Health and Neuro-Cognitive Conditions</a></u>  <b>Speaker:</b> Dr. Crystal Dieleman  <b>Room:</b> Guild Hall</p> <p><u><a href="#">Group 1 / A - Black Individual Systemic and Background Factors</a></u>  <b>Speakers:</b> Craig Smith &amp; Scott Borden  <b>Room:</b> Commons</p> <p><u><a href="#">Group 3 - Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the Canadian Human Rights Act in PBC Decision-Making</a></u>  <b>Speakers:</b> Nicole Robichaud &amp; Andrew Di Manno  <b>Room:</b> Cabinet</p>
<p><b>2:45 PM</b></p>	<p><b>Break (15 min)</b></p>
<p><b>3:00 PM</b></p>	<p><b>Workshops (continued)</b></p> <p><u><a href="#">Group 2 / B - Keeping Our Humanity: Considerations in Decision-Making for People with Mental Health and Neuro-Cognitive Conditions</a></u>  <b>Speaker:</b> Dr. Crystal Dieleman  <b>Room:</b> Guild Hall</p> <p><u><a href="#">Group 1 / A - Black Individual Systemic and Background Factors</a></u>  <b>Speakers:</b> Craig Smith &amp; Scott Borden  <b>Room:</b> Commons</p> <p><u><a href="#">Group 3 - Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the Canadian Human Rights Act in PBC Decision-Making</a></u>  <b>Speakers:</b> Nicole Robichaud &amp; Andrew Di Manno  <b>Room:</b> Cabinet</p>
<p><b>4:00 PM</b></p>	<p><b>End of Day</b></p>



## Wednesday, October 23, 2024

9:00 AM	<b>In-Person Gathering / Tea &amp; Coffee</b> Room: Guild Hall Lobby
9:45 AM	<b>Executive Vice-Chairperson Opening's Remarks and Housekeeping</b> Room: Guild Hall
9:50 AM	<b>Deputy Chairperson's Opening Remarks</b> Room: Guild Hall
10:00 AM	<b>Renée Collette Award</b> Room: Guild Hall
10:15 AM	<u><a href="#">Plenary Session: Immigration: Removal Orders in the Immigration Continuum</a></u> <b>Speakers:</b> Marie-Noëlle Dagenais & Louis-Philippe Moisan Room: Guild Hall
11:45 AM	<b>Lunch</b> (90 min)
1:15 PM	<b>Workshops</b>  <u><a href="#">Group 3 / B - Black Individual Systemic and Background Factors</a></u> <b>Speakers:</b> Craig Smith & Scott Borden Room: Guild Hall  <u><a href="#">Group 2 - Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the Canadian Human Rights Act in PBC Decision-Making</a></u> <b>Speakers:</b> Nicole Robichaud & Andrew Di Manno Room: Commons  <u><a href="#">Group 1 / A - Keeping Our Humanity: Considerations in Decision-Making for People with Mental Health and Neuro-Cognitive Conditions</a></u> <b>Speaker:</b> Dr. Crystal Dieleman Room: Cabinet
2:45 PM	<b>Break</b> (15 min)

<p><b>3:00 PM</b></p>	<p><b>Workshops</b> (continued)</p> <p><u><a href="#">Group 3 / B - Black Individual Systemic and Background Factors</a></u>  <b>Speakers:</b> Craig Smith &amp; Scott Borden  <b>Room:</b> Guild Hall</p> <p><u><a href="#">Group 2 - Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the Canadian Human Rights Act in PBC Decision-Making</a></u>  <b>Speakers:</b> Nicole Robichaud &amp; Andrew Di Manno  <b>Room:</b> Commons</p> <p><u><a href="#">Group 1 / A - Keeping Our Humanity: Considerations in Decision-Making for People with Mental Health and Neuro-Cognitive Conditions</a></u>  <b>Speaker:</b> Dr. Crystal Dieleman  <b>Room:</b> Cabinet</p>
-----------------------	---

<p><b>4:00 PM</b></p>	<p><b>End of Day</b></p>
-----------------------	--------------------------

**Thursday, October 24, 2024**

<p><b>9:00 AM</b></p>	<p><b>In-Person Gathering / Tea &amp; Coffee</b>  <b>Room:</b> Guild Hall Lobby</p>
<p><b>9:45 AM</b></p>	<p><b>Executive Vice-Chairperson Opening’s Remarks and Housekeeping</b>  <b>Room:</b> Guild Hall</p>
<p><b>9:50 AM</b></p>	<p><b>Guest Speaker</b>  <b>Room:</b> Guild Hall</p>
<p><b>10:15 AM</b></p>	<p><u><a href="#">Plenary Session: Inclusive Decision-Making for Gender and Sexual Diversity</a></u>  <b>Speaker:</b> Kim Vance-Mubanga  <b>Room:</b> Guild Hall</p>
<p><b>11:45 AM</b></p>	<p><b>Lunch</b> (90 min)</p>

<p><b>1:15 PM</b></p>	<p><b>Workshops</b></p> <p><u><a href="#">Group 1 - Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the Canadian Human Rights Act in PBC Decision-Making</a></u>  <b>Speakers:</b> Nicole Robichaud &amp; Andrew Di Manno  <b>Room:</b> Guild Hall</p> <p><u><a href="#">Group 3 - Keeping Our Humanity: Considerations in Decision-Making for People with Mental Health and Neuro-Cognitive Conditions</a></u>  <b>Speaker:</b> Dr. Crystal Dieleman  <b>Room:</b> Commons</p> <p><u><a href="#">Group 2 - Black Individual Systemic and Background Factors</a></u>  <b>Speakers:</b> Craig Smith &amp; Scott Borden  <b>Room:</b> Cabinet</p>
<p><b>2:45 PM</b></p>	<p><b>Break (15 min)</b></p>
<p><b>3:00 PM</b></p>	<p><b>Workshops (continued)</b></p> <p><u><a href="#">Group 1 - Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the Canadian Human Rights Act in PBC Decision-Making</a></u>  <b>Speakers:</b> Nicole Robichaud &amp; Andrew Di Manno  <b>Room:</b> Guild Hall</p> <p><u><a href="#">Group 3 - Keeping Our Humanity: Considerations in Decision-Making for People with Mental Health and Neuro-Cognitive Conditions</a></u>  <b>Speaker:</b> Dr. Crystal Dieleman  <b>Room:</b> Commons</p> <p><u><a href="#">Group 2 - Black Individual Systemic and Background Factors</a></u>  <b>Speakers:</b> Craig Smith &amp; Scott Borden  <b>Room:</b> Cabinet</p>
<p><b>4:00 PM</b></p>	<p><b>Executive Vice-Chairperson's ATRA Closing remarks</b>  <b>Room:</b> Guild Hall</p>
<p><b>4:10 PM</b></p>	<p><b>Cultural Closing Ceremony</b>  <b>Room:</b> Guild Hall</p>
<p><b>4:15 PM</b></p>	<p><b>End of Day</b></p>

## Friday, October 25, 2024

<b>8:45 AM</b>	<b>In-Person Gathering / Tea &amp; Coffee</b> Room: Guild Hall Lobby
<b>9:30 AM</b>	<b>Board Member Meeting</b> Room: Guild Hall
<b>11:15 AM</b>	<b>Break (15 min)</b>
<b>11:30 AM</b>	<b>Board Member Meeting (continued)</b> Room: Guild Hall
<b>12:30 PM</b>	<b>End of Day</b>

# PLENARY DESCRIPTIONS AND SPEAKERS

## *Community Alternatives and Resources for Black Individuals*

In this 90-minute plenary, Dr. Tanya Sharpe and Lacey Lozier will discuss over representation of Black offenders in the criminal justice system and how to address their cultural needs: Understanding the sociocultural factors, identify challenges and opportunities, explore culturally responsive approaches to practise and strategies for enhanced engagement, inspire transformative action and strategic planning. This presentation aims to inspire participants to advocate for a shift in perspective and approach for the provision of culturally responsive and informed decisions and services for the Black offender's population.

**Session language:** English, with simultaneous interpretation in French.



### **Dr. Tanya Sharpe**

Tanya Sharpe joined the Factor-Inwentash Faculty in July 2018 after serving as an Associate Professor at the University of Maryland, Baltimore School of Social Work for 11 years. She received her Ph.D. in Social Work from Boston College located in Boston, Massachusetts. Dr. Sharpe is the founder and director of the Centre for Research & Innovation for Black Survivors of Homicide Victims (The CRIB), a multidisciplinary initiative designed to advance research, policy, and practice for and with Black survivors of homicide victims throughout our global community.

Dr. Sharpe is a community-engaged researcher who is passionately committed to the development of culturally responsive approaches and sustainable opportunities allowing Black communities to thrive in the face of homicide violence. Her research examines sociocultural factors that influence the coping strategies of Black family members and friends of homicide victims. She has developed culturally appropriate interventions and best practices designed to assist African-American survivors of homicide victims in the management of their grief and bereavement. Her comprehensive Model of Coping for African-American Survivors of Homicide Victims (MCAASHV) (Sharpe, 2015) has informed the development of a psychosocial educational intervention (Sharpe et al., 2018), and a tool of measurement (Sharpe et al., 2022) designed to assess the needs and coping strategies of African-American survivors of homicide victims.

You can listen to Dr. Sharpe's live show, 30@8:30, every Wednesday night for 30 minutes, on Instagram. In this impactful sustenance to Black and Brown communities, Dr. Sharpe hosts an expert to engage the public in candid conversations about the violent structural inequities that impact Black communities, leaving them disproportionately vulnerable to homicide, COVID-19, mass incarceration, police brutality, compromised mental health, and physical well-being.



### **Lacey Lozier**

Lacey Lozier is an African-Canadian Reintegration Officer – Community sector, Correctional Service Canada in the Atlantic Region.

For the past two years, she has dedicated her efforts to this portfolio, working to enhance culturally responsive services for black offenders and to enhance reintegration outcomes. Prior to this role, she was a Correctional Program Officer. Lacey facilitated Indigenous Integrated Correctional Program Model (ICPM), as well as Indigenous and Mainstream Community Maintenance Program.

# Immigration: Removal Orders in the Immigration Continuum

As part of its enforcement mandate derived from the *Immigration and Refugee Protection Act* (IRPA), the Canada Border Services Agency (CBSA) has a statutory obligation to remove individuals subject to an enforceable removal order. However, as we will see during this plenary session, several factors may come into play and delay the enforcement of the removal order. For instance, there may be various levels of appeals and possible judicial reviews available to the person. Other impediments to a removal may also arise, such as the difficulty in obtaining travel documents or the temporary suspension of removals to a certain country. During this plenary session, we will also discuss what options are available to CBSA officers when a removal order cannot be enforced in the near future. These options may include imposing appropriate conditions to ensure the person's compliance until the removal order may be enforced. We will also see that a continued detention under IRPA is not automatic, even if the person was previously detained for criminal/non-IRPA purposes. We will examine how the CBSA can manage these individuals until the removal can happen and explain how alternatives to detention are considered.

**Session language:** French, with simultaneous interpretation in English.



## Marie-Noëlle Dagenais

Marie-Noëlle Dagenais has been with the Canada Border Services Agency since 2005 and is currently a Senior Program Advisor with the Intelligence and Enforcement Branch. Marie-Noëlle recently developed program guidance for officers in response to the implementation of the Additional Protocol to the Safe Third Country Agreement. She also received the President's Award in the Collaboration category in 2021 for her work on the COVID-19 Border Task Force.

During her career with the CBSA, Marie-Noëlle has held a number of operational positions, such as Border Services Officer, Inland Enforcement Officer and Superintendent. She has also had the opportunity to work as a Border Services Instructor at the CBSA College where she taught immigration to recruits. She also had a temporary duty assignment as a Visa Officer at the Canadian Embassy in Dakar, Senegal. Marie-Noëlle holds a Master's Degree in History with a concentration in mid-19th century Italy. In her free time, Marie-Noëlle enjoys reading and trying out new recipes.

# Inclusive Decision-Making for Gender and Sexual Diversity

This 90-minute plenary session will enhance PBC's decision-making by fostering a deep understanding and respect for the rights of 2SLGBTQI offenders and victims. The session will begin with an energetic review of basic definitions increasing the comfort level of participants in using language related to the 2SLGBTQI acronym and the major identities it encompasses. This introductory phase will set the stage for an exploration of diverse backgrounds and unique needs of both offenders and victims within the justice system. A special focus will be placed on understanding and addressing gender- and attraction-related considerations, with an objective of combatting victimization within the 2SLGBTQI community. Participants will leave the plenary session with practical knowledge and tools to foster a more inclusive, equitable, and compassionate approach to decision-making in pursuit of justice.

**Session language:** English, with simultaneous interpretation in French.



## Kim Vance-Mubanga

Kim Vance-Mubanga (she/her) is Egale Canada's Director of International Programs and Partnerships. Kim brings more than 25 years of experience in nonfor-profit leadership and human rights based on sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC). She has provided expert opinion, guidance and research to various domestic, regional, and international bodies and organizations, including the United Nations. Kim has prepared technical briefs to UN Special Procedures on gender-based violence and killings and was invited by UN Women to be a member of the Strategic Planning & Leadership Group for Beijing+25 Generation Equality Forum. She also conducted comprehensive research on documenting and analysing best practice for advancing human rights based on sexual orientation and gender identity and was part of a team involved in the development of a landmark set of principles on the application of international human rights law to sexual orientation and gender identity known as Yogyakarta Principles.

Kim brings a strong intersectional analysis and recently copublished a report on "Building Stronger Equality Movements: Intersectional approaches to advancing women's and LGBT+ rights in the Commonwealth." As a trained adult educator, she has developed and delivered numerous workshops with governments, unions and civil society groups. Kim has received the Pride Community Service Award in her native Nova Scotia, secured the first Registered Domestic Partnership in Canada, and was a successful litigant in one of the Canadian court challenges to secure equal marriage rights for same-sex couples.

# WORKSHOP DESCRIPTIONS AND SPEAKERS

## *Keeping Our Humanity: Considerations in Decision-Making for people with Mental Health and Neuro-Cognitive Conditions*

The difference between how someone looks on paper and how they present in-person is marked with complexity. Most 'paperwork' is reductionistic, documenting the factors and characteristics that are relevant to the writer's purpose without much personal or situational context. Getting to the root causes of criminogenic risk for people with mental health and neuro-cognitive conditions is complicated by the signs and symptoms of these conditions, as well as our ability to understand, interpret, and interact with the person effectively. This workshop aims to develop a greater understanding of how signs and symptoms of mental health and neurocognitive conditions manifest during parole hearings, in the documented file that Board members review as part of their decision-making process, and in peoples' success and failures of adhering to parole conditions. Strategies for effectively engaging with people who have mental health and neuro-cognitive conditions, to effectively reveal risk-relevant information, and how to prevent and/or respond when someone becomes emotionally dysregulated or re-traumatized will be discussed.

**Session language:** English, with simultaneous interpretation in French.



### **Dr. Crystal Dieleman**

Crystal Dieleman is an Occupational Therapist and Associate Professor at Dalhousie University focusing on the intersection of health and criminal justice, including ideologies, approaches, processes, and mechanisms of criminal justice systems that shape opportunities for rehabilitation and recovery. She spent the first ten years of her career with the Correctional Service of Canada, providing occupational therapy services for men with mental health concerns, particularly providing discharge planning and supporting men through their release to the community. Since 2006, her scholarly work has looked across the spectrum of criminal justice service structures including wellness (or therapeutic) court programs, the implementation of health policy in Canada's prisons, the use of criminal record checks as the de facto standard for community participation, and experiences of aging and being older in prison.



# Black Individual Systemic and Background Factors

In this workshop, Craig Smith and Scott Borden will facilitate courageous and open conversations with participants on strategies to de-escalate cultural tensions and foster positive relations between the justice system and Black parole applicants. The session aims to raise awareness and promote understanding of diversity in the workplace, equipping Board members with the knowledge and skills to actively support an inclusive, diverse, and discrimination-free environment. Additionally, the workshop addresses the specific challenges and circumstances faced by African-Canadians in society and within the parole system, particularly in evaluating how an applicant's interactions with the criminal justice system are perceived. It also aims to enhance Board members' capacity to conduct trauma-informed hearings that mitigate the enduring effects of racism and trauma experienced by incarcerated individuals from the black community.

**Session language:** English, with simultaneous interpretation in French.



## Craig Smith

Craig Marshall Smith, M.O.M. (Member of the Order of Merit) is a Halifax, Nova Scotia-based writer, author, collector of history and a sergeant with the Royal Canadian Mounted Police (RCMP). Craig is also the former President & Board Chair of the Black Cultural Society & Centre for Nova Scotia. Now in his 28th-year of policing, Craig has tried to infuse the tenants of community development and race relations with community policing. Craig has served in several capacities during his policing career, and he has served on several community-based boards and committees at the local, provincial and federal, prior to joining the RCMP.

Currently, Craig is the team lead for the African Canadian Experience Workshop Unit. This workshop was created in 2017, by Craig and 4 other African-Nova Scotian RCMP employees. In 2023, this workshop became a RCMP national program.



## Scott Borden

Scott Borden is currently employed at the Nova Scotia Department of Justice, where he has served for 36 years. During his tenure, he has worked with both youth and adult clients, focusing on programming and community outreach. For the past four years, he has held the position of Cultural Advisor to the Nova Scotia Department of Corrections. Additionally, for the past two years, Scott has served as a Cultural Advisor to the Parole Board of Canada. He actively involves in the community through coaching, volunteering, and advocating for the African Nova Scotian community.

# Exploring Changes to Policy 8.1 on Indeterminate Offenders, Recent Developments in the Law on Black and Racialized Offenders, and the Impact of the *Canadian Human Rights Act* in PBC Decision-Making

In this workshop, counsel from PBC Legal Services will begin by providing an update on relevant legal cases impacting the Board's work. Counsel will then focus on specific issues for the Board's decision-making involving certain groups of offenders. The first group of offenders to be addressed by counsel are offenders serving indeterminate sentences of imprisonment, which will include discussion of the Board's new policy. The second group of offenders addressed during this workshop are Black and other racialized offenders, and legal considerations for Board decision-making. The workshop will end with an overview regarding offenders who are protected under the *Canadian Human Rights Act* (CHRA). This will involve discussion of the Board's duty to accommodate these offenders under the CHRA.

**Session language:** Bilingual, with simultaneous interpretation.



## **Nicole Robichaud, Executive Director and Senior Counsel, Legal Services Unit, PBC**

Nicole Robichaud completed her BA in Political Studies from Queen's University, her LLM from Dalhousie University, and her LLM in Constitutional Law from York University. Nicole joined the Department of Justice in 2002 and has worked in a variety of roles, including with the RCMP Legal Services where she handled a wide variety of complex files involving many areas of law including criminal law, administrative law, information sharing, international law enforcement and the *Charter*. She was also involved in various legislative initiatives such as the *Sex Offender Information Registration Act* and several firearms law bills. Nicole joined the Parole Board of Canada Legal Services in February 2023 as Senior Counsel and Executive Director.



## **Andrew Di Manno, Counsel, Legal Services Unit, PBC**

Andrew Di Manno earned his civil law and common law degrees at McGill University in 2013. Prior to this, he obtained a B.A. Honours in Legal Studies at Carleton University, as well as a Masters in Legal Studies from Carleton University where he successfully defended his M.A. thesis entitled: *New Technologies and the Criminal Law: Criminalizing Cyberbullying?* Since being called to the Quebec Bar in 2014, he worked at the Criminal Law Policy Section (CLPS) of the Department of Justice. His work at CLPS focused on criminal law reform, where he specialized in the law of sentencing. He was the Department of Justice lead counsel responsible for supporting the Government during the Parliamentary process for former Bill C-5, *An Act to Amend the Criminal Code and Controlled Drugs and Substances Act*. M<sup>e</sup> Di Manno was also the Federal Co-chair of the Coordinating Committee of Senior Official's Sentencing Working Group. He left his functions at CLPS in September 2023 to begin a 16-month assignment at the Parole Board of Canada Legal Service Unit (PBC LSU). At the PBC LSU, he has had the opportunity to provide training to new Board members in the area of administrative law, as well as used his background in sentencing law to deliver training on how to incorporate *Gladue* sentencing principles in conditional release decision-making.

# USEFUL INFORMATION



## DRESS CODE

Please note that there is no specific dress code for the cultural ceremonies during the event. The expected dress code for this learning event is business casual.



## TO ENJOY YOUR STAY IN HALIFAX

The Halifax Waterfront is a bustling hotspot in the city. With one of the world's longest urban boardwalks spanning the length of the waterfront - 4 kilometres.



## SESSION RECORDING IN ROOM GUILD HALL

Please note that all **sessions taking place in the Guild Hall room will be recorded** and used for internal training purposes. The recordings will only be used by the Parole Board of Canada and will not be made available to external parties

Welcome to Halifax! Enjoy your stay!

SCHEDULE

PLENARIES

WORKSHOPS

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

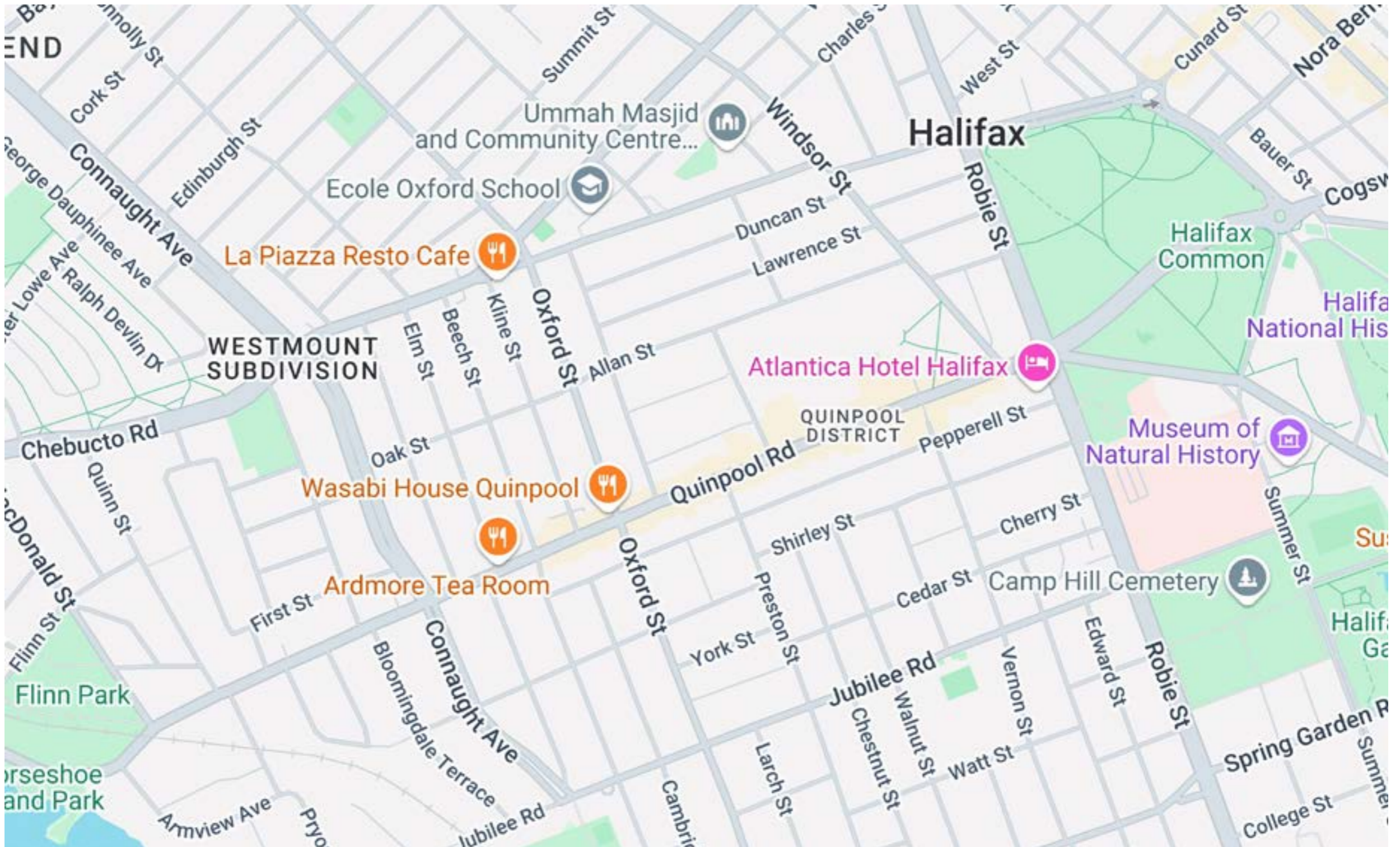
Please note that lunch is not offered as part of this learning event, but sufficient time has been planned for breaks. Please refer to the schedule and plan your meals accordingly.

There is a restaurant option on site, as well as other local options. However, we recommend that you use the on-site option to ensure that you return to the event on time for the afternoon workshops. Participants who wish to use the options below must pay directly on site.

- **On-site option:** The Hotel's restaurant "The Cannery Kitchen & Social" celebrates Canada's vibrant history and roots on the East Coast. This celebration is influenced by a time when the industry's canning of fish had boomed and the Saint John River was frequently navigated as a channel for exports. Canneries provided a significant source of income for locals while also attracting a global workforce; **It is strongly recommended that participants make a reservation ahead of time if they wish to have lunch at "The Cannery Kitchen & Social", however they will take walk-ins if they have the space available. Please [book online](#) or call 902-490-3356. For quick service, the Cannery Kitchen & Social suggests reviewing the [menu online](#) and come prepared to order.**

List of local restaurants		
The Cannery Kitchen & Social	1980 Robie St, Halifax, NS B3H 3G5	902-423-1161
Cheeky Neighbour Diner	6024 Quinpool Rd, Halifax, NS B3L 1A1	902-474-4152
Freeman's Little New York	6092 Quinpool Rd, Halifax, NS B3L 1A1	902-455-7000
Dilly Dally Coffee Cafe	6100 Quinpool Rd, Halifax, NS B3L 1A1	902-407-5554
Sweet Hereafter Cheesecakeery	6148 Quinpool Rd, Halifax, NS B3L 1A1	902-404-8001
Wendy's	6169 Quinpool Rd, Halifax, NS B3L 4P6	902-429-3824
Blue Olive Greek Taverna	6196 Quinpool Rd, Halifax, NS B3L 1A3	902-407-3000
Truly Tasty	6210 Quinpool Rd, Halifax, NS B3L 1A3	902-407-4047
Palm Tree Kitchen	6220 Quinpool Rd, Halifax, NS B3L 1A3	902-707-0202
Song's Korean Restaurant	6249 Quinpool Rd, Halifax, NS B3L 1A4	902-444-3030
Busan Korean BBQ	6311 Quinpool Rd, Halifax, NS B3L 1A4	902-407-4288
Naan n Curry	6386 Quinpool Rd, Halifax, NS B3L 4N2	902-444-1480
Tim Hortons	6455 Quinpool Rd, Halifax, NS B3L 1B1	902-425-0045
Wild Leek Food & Juice Bar	2156 Windsor St, Halifax, NS B3K 1A1	902-444-5466
Rinaldo's	2186 Windsor St, Halifax, NS B3K 5B8	902-425-0400

Grocery and Convenience Stores		
Atlantic Superstore	6139 Quinpool Rd, Halifax, NS B3L 4P6	902-425-1498
Shopper Drug Mart	6139 Quinpool Rd, Halifax, NS B3L 4P6	902-429-1700
Munchies Convenience	1840 Vernon St, Halifax, NS B3H 3N7	902-405-1923



# HOTEL FLOOR PLAN

## ATLANTICA HOTEL HALIFAX



MEETING ROOMS SECOND FLOOR

EVENT SPACE	<span style="display:inline-block; width:15px; height:15px; background-color:red;"></span>
FRONT DESK	<span style="display:inline-block; width:15px; height:15px; background-color:lightcoral;"></span>
ELEVATORS	<span style="display:inline-block; width:15px; height:15px; background-color:yellow;"></span>
RESTROOMS	<span style="display:inline-block; width:15px; height:15px; background-color:lightblue;"></span>



GUILD HALL LOBBY LEVEL



COMMONS ROOM LOWER LEVEL

# HELP & SUPPORT

Please contact the Board Member Secretariat Training Team for questions or assistance regarding the event:  
[training@pbc-clcc.gc.ca](mailto:training@pbc-clcc.gc.ca).

<b>Stéphanie Gauvreau</b> A/Manager, Training Section	<a href="mailto:Stephanie.Gauvreau@pbc-clcc.gc.ca">Stephanie.Gauvreau@pbc-clcc.gc.ca</a> Call or text: 343-548-3026
<b>Rachel Pedersen</b> Training Project Officer	<a href="mailto:Rachel.Pedersen@pbc-clcc.gc.ca">Rachel.Pedersen@pbc-clcc.gc.ca</a> Call or text: 343-573-8804
<b>Patricia Leclerc</b> Training Project Officer	<a href="mailto:Patricia.Leclerc@pbc-clcc.gc.ca">Patricia.Leclerc@pbc-clcc.gc.ca</a>
<b>Emily Balice</b> Training Project Officer	<a href="mailto:Emily.Balice@pbc-clcc.gc.ca">Emily.Balice@pbc-clcc.gc.ca</a>
<b>Marie-Pier Bigonnesse</b> A/Strategic Advisor to the EVC	<a href="mailto:Marie-Pier.Bigonnesse@pbc-clcc.gc.ca">Marie-Pier.Bigonnesse@pbc-clcc.gc.ca</a>

We recognize that some of the content discussed during this year's event may be difficult and/or triggering to some participants. Your mental health and wellbeing remain our priority and you are encouraged to avail yourself of the below resources, should you require additional support during or after the event.

## Telephone helplines and services available to participants

### Employee Assistance Program

Phone number: 1-800-268-7708

Phone number for hearing impaired people: 1-800-567-5803



**We are looking forward to seeing you  
in person at this year's ATRA!**