

Appendix 1:
Occupational Detail – Manitoba

**Appendix 1:
Aboriginal Justice College: Discussion Paper
Occupational Detail – Manitoba**

Occupation Title, NOC Job Titles included in NOC Code

<i>0314 Managers in social, community and correctional services</i>	Administrator, Child Welfare Services Area Manager, Family Services Children's Aid Society Director Correctional Institution Director Detention Centre Director Director, Community Centre Environmental Group Director Income Maintenance Director	Labour Organization Director Political Organization Manager Prison Warden Regional Administrator, Social Services Social Assistance Director Social Work Director Trade Association Manager Volunteer Services Director
<i>0414 Other managers in public administration</i>	Administrator, House of Commons Clerk of the Committee, Legislative Assembly Committee Director, Election Planning	Director, Federal-Provincial Relations Director, Intergovernmental Affairs
<i>0641 Commissioned police officers</i>	Chief Superintendent Deputy Police Chief Harbour Police Chief Police Chief	Police Lieutenant Police Superintendent Railway Police Chief RCMP Commissioner Staff Inspector
<i>0642 Fire chiefs and senior fire-fighting officers</i>	Deputy Fire Chief District Fire Chief Fire Chief	
<i>1242 Legal secretaries</i>	Estate secretary, Legal secretary, Litigation secretary, Real estate secretary	
<i>1227 Court officers and justices of the peace</i>	Administrator of the court, Clerk of the court, Co-ordinator of court services, Commissioner of affidavits, Commissioner of marriages, Court administrator, Court clerk supervisor, Court officer, Court registrar, Deputy registrar, Judicial administrator, Judicial court administrator, Judicial officer, Justice of the peace, Manager, court services, Registrar of bankruptcy, Supreme court registrar, Trial co-ordinator	
<i>1228 Immigration, unemployment insurance and revenue officers</i>	Customs inspector, Customs officer, Immigration agent, Immigration examining officer, Revenue officer, Tax collection officer, Tax enforcement officer, Unemployment insurance agent, Unemployment insurance officer	
<i>1443 Court clerks</i>	Court clerk, Court clerk/crier, Judicial clerk, Provincial court clerk	
<i>4111 Judges</i>	Chief justice, County court judge, Court of Queen's bench justice, District court judge, Family court judge, Federal trial court justice, Provincial court of appeal justice, Small claims court judge, Superior court justice, Supreme court justice	

<i>4112 Lawyers and Quebec notaries</i>	Articling student, Attorney, Barrister, Corporate counsel, Corporation notary (Quebec), Crown attorney, Crown prosecutor, General counsel, Law partner, Lawyer, Legal advisor, Notary (quebec), Notary in partnership (Quebec), Solicitor
<i>4151 Psychologists</i>	Clinical psychologist, Experimental psychologist, Psychologist, Research psychologist
<i>4152 Social workers</i>	Co-ordinator of social work, Medical social worker, Psychiatric social worker, Social work supervisor, Social worker
<i>4153 Family, marriage and other related counsellors</i>	Addictions counsellor, Bereavement counsellor, Family counsellor, Marriage counsellor, Rehabilitation counsellor, Sex therapist, Vocational rehabilitation counsellor, Youth counsellor
<i>4155 Probation and parole officers and related occupations</i>	Case manager, corrections, Classification officer, correctional institution, Institution case management officer, Parole officer, Probation officer, Youth worker, corrections
<i>4168 Program officers unique to government</i>	Attaché, Elections officer, Federal-provincial relations officer, Foreign service officer, Intergovernmental affairs officer, Officer, office of the speaker, Officer, royal commission, Officer, standing or select committee, Protocol officer, Returning officer, Tribunal officer
<i>4211 Paralegal and related occupations</i>	Commercial law clerk, Corporate paralegal, Family law paralegal, Independent paralegal, Law clerk, Legal researcher, Litigation legal assistant, Notary public, Paralegal, Real estate law clerk, Title searcher, Trade mark agent
<i>4212 Community and social service workers</i>	Addictions worker, Community development worker, Community service worker, Crisis intervention worker, Developmental service worker, Drop-in centre worker, Family service worker, Financial assistance worker, Group home worker, Income maintenance officer, Life skills instructor, Mental health worker, Native outreach worker, Rehabilitation worker, Veterans service officer, Welfare and compensation officer, Women's centre co-ordinator, Youth worker
<i>6261 Police officers (except commissioned)</i>	RCMP officer, Community relations officer, Constable, Crime prevention constable, Detective, Harbour police officer, Highway police officer, Military police officer, Police cadet, Police diver, Police officer, Police sergeant, Railway police officer
<i>6262 Fire-fighters</i>	Airport firefighter, Fire captain, Firefighter, Firefighter, shipboard, Industrial firefighter, Lieutenant, firefighter
<i>6461 Sheriffs and bailiffs</i>	Bailiff, Deputy sheriff, Sheriff, Sheriff's bailiff, Sheriff's officer

*6462 Correctional
service officers*

Correctional facility guard, Correctional service officer, Detention attendant,
Prison guard, Supervisor, correctional officers

*6463 By-law
enforcement and other
regulatory officers n.e.c.*

Animal control officer, By-law enforcement officer, Commercial transport
inspector, Garbage collection inspector, Liquor licence inspector, Parking control
officer, Property standards inspector, Taxi inspector, Zoning inspector

*6651 Security guards
and related occupations*

Airport security guard, Armoured car guard, Bodyguard, Bouncer,
Commissionaire, Crossing guard, Gate attendant, Night watchman/woman,
Preboarding security guard, Security guard, Security officer

**Employment by Manitoba
Region 1996**

	Manitoba	Southeast	South Central	Southwest	North Central	Winnipeg	Interlake	Parklands	North
Total - Detailed occupation	523215	40585	24140	51045	21710	299295	37870	20575	27990
0314 Managers in social, community and correctional services	385	30	0	50	15	230	25	0	30
0414 Other managers in public administration	65	15	0	0	0	30	10	0	0
0641 Commissioned police officers	55	0	10	0	0	35	0	0	0
0642 Fire chiefs and senior fire-fighting officers	70	0	0	10	0	40	10	0	10
1242 Legal secretaries	1045	70	40	70	10	760	45	20	35
1227 Court officers and justices of the peace	100	0	0	10	0	70	0	10	10
1228 Immigration, unemployment insurance and revenue officers	720	45	110	45	10	460	30	0	15
1443 Court clerks	130	0	0	10	0	70	10	20	15
4111 Judges	120	10	0	0	10	90	0	0	10
4112 Lawyers and Quebec notaries	1640	50	30	150	25	1250	30	40	70
4151 Psychologists	425	10	0	20	20	345	25	0	15

4152 Social workers	1390	65	30	85	35	935	90	25	130
4153 Family, marriage and other related counsellors	1115	95	20	100	65	605	50	25	150
4155 Probation and parole officers and related occupations	205	10	10	25	10	125	15	0	20
4168 Program officers unique to government	90	0	0	0	0	65	10	0	0
4211 Paralegal and related occupations	570	10	0	60	15	430	35	0	25
4212 Community and social service workers	2735	165	75	280	115	1425	195	60	420
6261 Police officers (except commissioned)	2480	225	65	240	60	1155	310	85	335
6262 Fire-fighters	1090	60	0	60	35	755	105	10	60
6461 Sheriffs and bailiffs	70	0	0	10	0	35	10	10	0
6462 Correctional service officers	840	45	0	85	55	420	70	40	125
6463 By-law enforcement and other regulatory officers n.e.c.	275	0	10	25	10	175	45	10	10
6651 Security guards and related occupations	2535	95	0	115	85	1855	105	15	265

Appendix 2:

Justice-Related Programs: Manitoba Post-Secondary Institutions

**Appendix 2:
Justice – Related Programs: Manitoba Post-Secondary Institutions**

- Programs are presented categorized by College Programs and University Programs due to the different nature of each. The university section lists courses related to law enforcement/legal studies as well as program name.
- Courses and programs directly and indirectly related to legal programs are presented.

College Programs

College	Program Name	Program Type
Red River College	Early Childhood Education	Diploma (2 year)
Keewatin Community College	Law Enforcement Career Preparation	Certificate (1 year)
	Early Childhood Education	Certificate (1 year)
	Early Childhood Education Aide	General interest course delivered through Extension Division in Easterville, God's Lake, Moose Lake and Pukatawagan
Assiniboine Community College	Community Social Development	Certificate (10 Months)
	Early Childhood Development	Diploma (2 years)
	Criminology Certificate	Certificate (Con Ed) - for employed students

University Programs

University	Program Name and Credential	Undergraduate Courses
U of Manitoba	Psychology (BA) - 3-4 years MA, PhD also available	Abnormal Psychology
		Social Learning and Psychopathology
	Sociology (BA). MA and PhD also available	Criminology
	3-4 years	Sociology of Criminal Justice and Corrections
		Sociology of Law
		Sociology of Criminal Careers
		The Criminal Law and its Procedure
		Selected Topics in Criminology
		Criminology Field Experience
		Comparative Criminology and Criminal Justice
		Women, Crime and Social Justice
		Drugs and Crime
		Youth, Crime and Society
		Current Issues in Criminology and Corrections
		Feminist Perspectives on Violence Against Women
	Women's Studies (BA) 3 years	
	Law (L.L.B. and L.L.M.)	All courses lead to being a lawyer
Social Work (B.S.W.) 3-4 years M.S.W., PhD also available	All courses - an indirect relationship to law-enforcement-related programming.	
Applied Counselling	Con. Ed. Certificate program (12 courses, part-time format)	
Child Welfare Practice	Con. Ed. Letter of Accomplishment program (part-time format)	
Applied Management, Police Services Specialization	Con. Ed. Certificate program (6 courses, part-time format)	
Aboriginal Wellness Program	Con. Ed. Certificate (articulated with BSW degree program)	

University	Program Name and Credential	Undergraduate Courses
U of Winnipeg	Conflict Resolution (BA) 3 years	Indirectly related to law enforcement/legal studies
	Justice and Law Enforcement (BA) 3 years	Stream 1: Nature and Role of Law in our Society <ul style="list-style-type: none"> • Athenian Law and Our Society • Social and Political Philosophy • Canadian Government and Politics • The Canadian Legal System • Sociology of Law
		Stream 2: Organisation and Administration <ul style="list-style-type: none"> • Introduction to Public Administration • Occupations and Professions • Organisations and Bureaucracy • Sociology of Police and Law Enforcement
		Stream 3: The Individual and Dynamics of Criminal and Conforming Behaviour <ul style="list-style-type: none"> • Introduction to Sociology of Crime and Deviant Behaviour • Deviance • Sociology of Law • Crime in Contemporary Society • Crime, Victimization and Justice in Aboriginal Communities • Sociology of Juvenile Delinquency • Sociology of Social Control • Sociology of Police and Law Enforcement • Women: Crime and Social Justice • Sociology of Mental Illness • Seminar in Crime, Deviance and Social Control
Urban Studies (BA) 3 years	Indirectly related to law enforcement/legal studies	
Brandon U	First Nations and Aboriginal Counselling 3-4 years	Indirectly related to law enforcement/legal studies
	Sociology	Course breakdown not available.

Appendix 3:

Inventory Manitoba Justice Community-Based Diversionary Programs

Appendix 3: Inventory Manitoba Justice Community-Based Diversionary Programs

Community Accountability Programs are designed for low-risk, non-violent offenders who are eligible for diversionary programs, based on the Manitoba Justice Adult and Youth Alternative Measures Protocols.

A. Community Accountability (Diversionary) Programs

1. Manitoba Keewatinowi Okimakanak (MKO) First Nations Justice Strategy (Northern Manitoba)

A regional co-ordinator, a Magistrate and a Crown prosecutor staff this pilot project involving 10 northern communities. In addition, community justice workers provide in community services such as establishing community justice committees and developing community-based diversionary program.

Community justice workers and committee members receive pre and post charge offence referrals from police officers and Crown prosecutors. Diverted cases are resolved on a community level through the use of healing circles, Elder panels, community justice forums, Elder counselling, traditional life-skills programs, cultural re-integration; e.g. sweat lodge, traditional ceremonies, etc., restitution and treatment.

An itinerant Magistrate conducts court in Cree in the various communities. Docket matters are disposed through:

- a) referral to community diversionary and treatment programs;
- b) guilty pleas (where the Magistrate has jurisdiction);
- c) remands to the Provincial Judges Court (where the Magistrate does not have jurisdiction) and
- d) setting trial dates.

2. Community Conferencing Project (Portage la Prairie)

This program was initiated in 1997/98, and employs a full time co-ordinator who works with approximately 20 volunteer community justice forum facilitators. The facilitators involve victims, community members and offenders in processes of repairing the harm done or establishing harmony. Referrals received from police, Crown prosecutors and probation officers include adult and youth pre and post charge offences.

3. St. Theresa Point Aboriginal Youth Court (St. Theresa Point First Nations)

This program designed by and for the St. Theresa Point First Nations was started in 1989. A multi-disciplinary community resource team reviews offender cases and recommends community dispositions, which are applied by local members and followed up by a case manger. The program makes extensive use of Elders, traditional justice approaches,

involvement of family, victims and community members as well as restitution and community service works.

4. Community Justice Committees (Located in Communities all over the Province)

Manitoba Justice has developed an extensive network of approximately 68 designated and 12 non-designated Community Justice Committees. While the majority of offenders diverted to these communities have been young offenders, an increasing number of adults are being referred as well. These committees use a wide variety of restorative community-based programs to resolve conflicts and crime referrals, including mediation, community justice forums, community service works, restitution, etc. Justice committees are supported through designated probation officers and the Justice Initiatives Fund.

5. Waywayseecappo Aboriginal Justice Programs (Waywayseecappo First Nations)

Manitoba Justice has worked with the First Nation Community of Waywayseecappo to establish an Elders Panel to deal with justice issues. The Elders Panel sits with the Provincial Court in Waywayseecappo and provides advice and recommendations on sentencing. The Elders Panel also speaks with victims, offenders, and their families in an attempt to resolve disputes informally within the community.

A second phase was initiated in 1999 whereby a Community Justice Worker was assigned to develop community-based options including mediation, community justice forums and expanded diversionary programs.

6. Mediation Services (Winnipeg, Brandon, Thompson)

In Winnipeg, mediation services have been available since 1979. Each year the Crown prosecutors and Courts divert approximately 800 criminal cases to Winnipeg Mediation Services. In Brandon and Thompson, smaller numbers are diverted, but the process of offenders and victims meeting to repair and resolve criminal matters remains the same. When victims and offenders reach agreement and the offender completes the agreed to actions, the charges are stayed.

7. Hollow Water Community Holistic Circle Healing Project (CHCH) (Hollow Water First Nation)

The CHCH program was established in 1992 to provide a comprehensive response to sexual abuse in the communities of Hollow Water First Nation and the Metis communities of Aghaming, Seymourville and Manigotagan. The program consists of seven local workers who have been trained in sexual abuse intervention who provide pre- and post-court intervention for cases which proceed through the criminal courts as well as assistance and counselling to victims and victimizers whose cases do not proceed to court. A formal protocol has been developed between Manitoba Justice and the CHCH program to provide a framework for the referral of appropriate cases.

8. Aboriginal Ganootamaage Justice Services of Winnipeg (AGJSOW) (Winnipeg)

AGJSOW is an incorporated body operating under a tripartite agreement with Manitoba Justice, the federal Aboriginal Justice Directorate and the Aboriginal Council of Winnipeg. This three year pilot project is designed to divert aboriginal offenders from

the criminal justice system and enable them to be re-integrated into society through participation in a traditional cultural healing forum and completion of healing plans. Community/restorative activities and programs include victims, community members and offenders. Elder's traditional ceremonies and activities and broader community involvement and participation are important components in the reintegration of accused persons.

9. CP1879 (Winnipeg)

This three year pilot diversion program is designed for both Aboriginal and non-Aboriginal youth. The program is similar to AGJSOW, but targets youth charged with criminal offences. It operates under the auspices of Mediation Services of Winnipeg utilizing mediation, cultural and traditional activities and programs, etc. to resolve conflicts and crimes.

10. Youth Alternative Measures (Province wide)

The *Young Offenders Act* made provisions for alternative measures to be used with youth that commit a criminal offence. Manitoba implemented a formal youth alternative measures program in 1985. Since then, the police and Crown attorneys refer appropriate divertable cases to Community Corrections (Probation Services). Each year Community Corrections resolves 2000 to 2500 youth diversion cases, through referrals to Community Justice Committees, referrals to community agencies, parent action letters, community service works, restitution, etc.

11. Restorative Resolutions (Winnipeg)

Restorative Resolutions (RR) is an alternative to custody program for certain offenders operated by the John Howard Society of Winnipeg. To be eligible for the program, the Crown must be seeking a term of incarceration of at least six months, the offender must accept responsibility by entering a guilty plea and be willing to follow a community-based plan that includes meeting with the victim, if the victim agrees, and attempting to repair the harm caused by the criminal behaviour.

If eligible, a community-based restorative plan is developed for offenders and presented to the Court for consideration when sentencing. If the Court accepts the plan, RR supervises the offender to ensure the full implementation and completion of the plan.

12. John School (Winnipeg)

This diversionary program for first time male offenders charged with Communicating For the Purpose of Prostitution is operated jointly by the Manitoba Department of Justice, the Salvation Army, the Winnipeg Police Service and other community based social service agencies. The Program consists of three sessions. The first is a one on one intake/assessment sessions to discuss eligibility, obligations and program details. The second session is a one day, eight hour group meeting. The one-day session features a variety of speakers, police, health care workers, former prostitutes, etc., and focuses on the greater harm done by males seeking the services of prostitutes. The group meeting allows the participants to reflect on their criminal behaviour, false justifications and problem behaviours. The final session is a one on one evaluation session to discuss the

participant's circumstances and to direct to further resources as required. Participants are required to pay a \$400.00 fee for this program.

13. Prostitute Diversion Program (Winnipeg)

This is a three-day live-in diversion program for prostitutes. This three-day session is conducted in a camp setting and provides participants the opportunity to consider pro-social options to their street lifestyles. The prostitutes are considered victims of their environment. Health and social services workers, police, as well as former prostitutes present opportunities for change. This is a one-time program with follow-up given by community health and social services agencies.

This program is available to male and female offenders, sixteen years of age and up, who have been arrested for Communicating With a Person For Purpose of Engaging in Prostitution. There is no cost to those who participate in the program.

14. Transition Program for Adults Sexually Exploited Through Prostitution (Winnipeg).

This demonstration program builds on the Prostitution Diversion Program by offering prostitutes ready to transition away from the streets, a 12-month transitional program that will help to reduce the risk of returning to the streets. The first 6 months focus on personal issues (housing, identity, culture, addictions, health, self-esteem, problem solving, etc.) with the remaining 6 months focusing on pre-employment and/or school preparation. The participants are on social assistance and receive an incentive for attendance.

This Transition program is operated by New Directions for Children, Youth and Family and is funded by Manitoba Justice.

15. Positive Lifestyle Program Diversion Program (PLP) (Winnipeg)

PLP is a community based diversion program, operated by The Salvation Army that includes both educational and therapeutic components. There are seven meetings in total, commencing with a one on one intake/assessment session to discuss program content, eligibility, and the client's decision regarding participation in the program. Subsequent there are five weekly, two-hour group sessions. Topics discussed include offending behaviour, false justifications and life skills. The final meeting is a one on one discussion concerning the programs impact on the participant and gives opportunity for the person to seek further resources to address problematic behaviour.

Adult offenders both male and female are eligible for this program. Participants are required to pay a fee for service, with the amount being based on income level. The minimum fee is \$50.00 and the maximum is \$400.00.

B. Community Justice Support Programs

1. Winnipeg Native Alliance Outreach Program (Winnipeg)

Native Alliance workers make presentations and reach out to inner city youth who are current and potential gang members. At present they operate in five high schools. High-risk youth participate in the program, which is intended to educate and address the misconceptions about gangs. The program utilizes guest speakers, e.g., police officers, ex-gang members, etc.; group discussions on respect, racism, conflict resolution, etc.; Native culture, Elders, sharing circles, sweat lodges, etc.; and recreational activities.

A similar outreach and support program is also offered to institutionalize youth.

2. Urban Sports Camp (Winnipeg Inner City)

The Urban Sports Camp Program, which began in 1998, is a community-based leisure time activity program for children and youth in the inner city of Winnipeg. This program, operated by Winnipeg Native Alliance, is designed to provide a recreational outlet for Aboriginal and non-Aboriginal children and youth and occupy their time so that they do not become involved with street gangs and criminal activity.

The program offers youth access to a curriculum which includes sports, leisure, spiritual and recreational activities. All activities are free and in some cases youth who excel in their programs will receive partial sponsorships.

3. Salvation Army Weetamah Youth Initiative (Winnipeg)

The Weetamah Youth Initiative under the auspices of the Salvation Army also provides a recreational outlet for Aboriginal and non-Aboriginal children and youth and is designed to occupy their time so that they do not become involved with street gangs and criminal activity. The program has been in operation since 1995.

4. Choices (Winnipeg)

The Choices Youth Program is a 4 component program designed for youth 12 to 14 years of age. These are high-risk youth in terms of academic failure, substance abuse and gang involvement. The program delivered through Winnipeg School Division #1, involved the Winnipeg Police Service, Parks and Recreation, MacDonald Youth Services, Boys and Girls Club, Human Resource Development Canada, Child Guidance clinic and Community and Youth Corrections. There are 5 components in the Choices Program, the Personal Skills and Social Skills Training Component, the wilderness/Experiential Education Component, the Academic Enhancement Component, the Parental Skills Training/Parental Involvement Component, and the Choices Follow-Up Club.

C. Support Programs to Manitoba Courts

1. Aboriginal Court Worker Program (Province-wide)

The Aboriginal Court Worker Program is a joint project of the Government of Canada and the Government of Manitoba. Aboriginal Court Workers provide services to Aboriginal people in the criminal court system who are in need of assistance. Aboriginal Court workers assist Aboriginal people to understand the court process and their legal rights. They can obtain legal counsel for Aboriginal accused, deal with communication problems and provide assistance to help contact relatives, social service agencies or Aboriginal service agencies. There are 13 Aboriginal Court Workers who provide service in 57 Manitoba Courts.

2. Sentencing Circles (Arranged through Justice staff)

Sentencing Circles have been used in a number of Aboriginal communities such as Hollow Water First Nation and Pukatawagan. They enable the victim, the offender, their families and other community members to provide input into the sentencing process before the judge sentences the offenders.

3. Aboriginal Centre Community Legal Aid Office (Winnipeg)

This Legal Aid Office is located in the Aboriginal Centre and provides culturally appropriate legal services to Aboriginal people in Winnipeg. It also provides resolutions that emphasize Aboriginal conflict resolution methods for legal disputes, criminal and family law cases.

4. First Nations Family Justice Protocol (Northern Manitoba)

MKO and the Awasis Agency of Northern Manitoba are developing alternative ways of addressing family justice issues in northern communities. The major focus is on Mee-noo-stah-tan sessions which are a mediation approach to addressing family justice and child protection issues. The use of magistrates in the communities is also proposed for consent judicial matters and specific functions under *The Child and family Services Act*.