



ᑲᑲᑎᑲᑲ ᑲᑲᑲᑲ ᑲᑲᑲᑲ ᑲᑲᑲᑲ  
Building *Nunavut* Together  
*Nunavut* liuqatigiingniq  
Bâtir le *Nunavut* ensemble

Government of Nunavut

# Annual Report: Division of Corrections, Department of Justice

2015-16



# Table of Contents

---

Glossary of Terms .....	3
Introduction .....	4
Inmate Counts and Security Ratings .....	5
Incidents of Contraband .....	7
Segregation Placements .....	9
Overtime and Casual Staff Expenditures .....	9
Reducing the Rate of Reoffending .....	9
Rehabilitative Programming .....	10
Inuit Societal Values in Corrections .....	12
Mental Health Services in Corrections.....	16
Appendix A.....	18
Appendix B.....	21
Appendix C.....	23
Appendix D.....	24

# Glossary of Terms

---

**Baffin Correctional Centre (BCC) & Makigiarvik** – BCC was constructed in Iqaluit in 1986 as a minimum security facility, receiving upgrades in 1996 to include medium beds (42 minimum security and 24 medium security). BCC is the main intake facility for male inmates in the territory and holds minimum, medium, and maximum sentenced and remand inmates. Makigiarvik opened in 2015 and contains bed space for 48 minimum security inmates. This facility falls under BCC operations as they have the same organizational structure and share all mandated services.

**Rankin Inlet Healing Facility (RIHF)** – The only facility located in the Kivalliq region, RIHF was constructed in 2013 and holds minimum and medium security inmates. The 48 beds are split into two units – Bravo Unit which has 32 secure bed spaces and Inukshuk Unit which serves as an open custody living space for inmates before release.

**Nunavut Women Correctional Centre (NWCC)** – Opened in Iqaluit in 2010 and is a medium security facility with 12 beds. As the only female facility in the territory, they are responsible for holding minimum, medium, and maximum sentenced and remand inmates.

**Kugluktuk Ilavut Centre (KIC)** – The only facility located in the Kitikmeot region, KIC opened in 2005 and serves as a minimum security facility that operates like a halfway house. With a capacity for 15 inmates, the focus of the facility is community integration and cultural programming.

**Uttaqivik (CRC)** – Taken over by the Department of Justice in 2000 and operates as a 12 bed minimum security halfway house in Iqaluit.

**Young Offenders Facility (YO)** – Constructed in Iqaluit in 1989, YO houses both female and male youth who are serving closed and open custody sentences. The facility can house up to 12 sentenced or remand individuals.

**Outpost Camps (OPC)** – An on the land program run by independent contractors employed by the Department of Justice. This is a voluntary program for minimum security inmates who are given the opportunity to receive traditional counsel and skills outside of an institutional setting. There are currently three operating camps in Nunavut.

**Nuisance Contraband** – Prohibited items that are not permitted in the facilities. This includes tobacco, excess items, and certain foods.

**Intoxicant Contraband** – Any type of intoxicating agent, such as alcohol, drugs (prescribed or illegal), or “homebrew”.

**Dangerous Contraband** – Any item that could threaten the safety or security of the inmates or staff. This includes weapons, items to facilitate escape, and tattooing paraphernalia.

**Temporary Absences (TAs)** – Authorization granted by the facility for inmates to be temporarily released to the community. TAs are typically granted for work release, programming, community events, or early release.

**Security Ratings** – Determines the inmate’s security classification and placement within the facility. This rating can have an impact on the programming available to the inmate and is assessed throughout their stay. This rating is based on an assessment of the inmate’s escape risk and risk to the safety of themselves and others.

**Minimum Security** – Lowest risk inmates who have access to any programming available at the facility in which they are housed and within the community. These inmates can be housed in secure or open custody facilities.

**Medium Security** – Medium risk inmates who have access to programming within the facility and limited access to programming outside of the facility. These inmates are typically housed in secure facilities; however, there are opportunities for supervised programming in the community.

**Maximum Security** – Maximum risk inmates who could have limited access to programming as they are unable to leave the facility. These inmates are housed in secure facilities.

**Administrative Segregation** – When an inmate is placed in an isolated unit for the safety and security of themselves or others. It can be utilised in response to behavioural issues or for protective custody when there are no reasonable alternatives.

**Disciplinary Segregation** – When an inmate is placed in an isolated unit as a corrective response to internal charges under Section 18 of the *Corrections Act*.

**Medical Segregation** – When an inmate is placed in an isolated unit in response to a medical injury or concern.

# Introduction

---

Corrections is mandated to provide a corrections system that promotes healing, and provides appropriate security and management for staff and clients. It is responsible for adult and youth institutional services, probation, and aftercare. It provides a range of services including custodial care, health care, mental health and rehabilitative services, and support for community reintegration.

Correction's vision is to be a dedicated and respectful workplace inclusive of Inuit Societal Values, representative of the people of Nunavut supporting public safety, and offering innovative, culturally relevant programming for the guidance and supervision of Nunavummiut in conflict with the law. Its mission is to actively promote safe and healthy communities through fostering responsibility and self-reliance of Nunavummiut in conflict with the law and manage risk in the least restrictive manner.

In June 2015 the Standing Committee on Oversight of Government Operations and Public Accounts tabled a report on the Review of the Auditor General's 2015 Report to the Legislative Assembly on Corrections in Nunavut. This report focused on several issues brought forth by the Office of the Auditor General (OAG) and made key recommendations to help support addressing these deficiencies.

The first recommendation was for the Department of Justice to complete a comprehensive and detailed action plan to address the OAG's recommendations. Tabled in the fall of 2015, *The Action Plan for Corrections in Nunavut* is a wide-ranging strategy to improve correctional services in the territory. Within this plan and the response to Standing Committee was the promise to table an annual report.

This 2015-16 Annual Report for the Corrections Division contains specific information relating to the Division's services, programming, and staffing for the fiscal year, including:

- The number of inmates in each facility, including a breakdown of the number of inmates at each security level (i.e. minimum, medium, maximum);
- The number of cell searches and contraband incidents at each facility and initiatives to analyse trends related to contraband within the facilities;
- The number of segregation placements, broken down by the types of segregation placement;
- The number of indeterminate, term and casual employees and vacant position in the corrections division, broken down by facility;
- Expenditures related to overtime and casual employees in the Corrections Division;
- The rehabilitative programming that is delivered to inmates, broken down by facility and type;
- Initiatives to assess the effectiveness of rehabilitative programs in reducing the rate at which an offender reoffends;
- Initiatives to integrate Inuit Societal Values into the Corrections Division; and
- The mental health services provided to inmates and individuals recently released from correctional facilities, broken down by facility.

# Inmate Counts and Security Ratings

---

## *Overview of Correctional Facilities in Nunavut*

**The Baffin Correctional Centre (BCC):** Originally constructed as a minimum security, low-risk adult facility in 1986 with a rated capacity of no more than 50 inmates. In 1995, bunk beds were added to the facility creating 16 bed spaces. BCC has the infrastructural and security features of a minimum security, low-risk adult facility; nonetheless, its population is mixed, predominantly consisting of remanded medium to maximum security level inmates, and inmates with mental health issues.

**Young Offenders Facility (YO):** Constructed in Iqaluit in 1989, and houses both female and male youth who are serving closed and open custody sentences. The facility can house up to 12 sentenced or remand individuals.

**Uttarvik (CRC):** Taken over by the Department of Justice in 2000 and operates as a 12 bed minimum security halfway house in Iqaluit.

**Kugluktuk Ilavut Centre (KIC) :** Opened in 2005 and serves as a minimum security facility that operates like a halfway house. With a capacity for 15 inmates, the focus of the facility is community integration and cultural programming.

**Nunavut Women's Correctional Centre (NWCC):** Opened in 2010, allowing for the placement of adult female inmates in Nunavut.

**Rankin Inlet Healing Facility (RIHF):** The only facility located in the Kivalliq region. RIHF was constructed in 2013 and holds minimum and medium security inmates. The 48 beds are split into two units – Bravo Unit which has 32 secure bed spaces and Inukshuk Unit which serves as an open custody living

**Makigiarvik:** Completed in February of 2015. This facility addresses the immediate need for relief from correctional overcrowding by increasing capacity. Makigiarvik holds 48 inmates divided into two units. One unit will house inmates classified as low-risk, while the other unit will be dedicated to inmates with mental health issues.

Refer to Appendix 1 (Table 1) for an overview of the inmate counts and peaks at each facility each month for 2015-16.

## *Security Ratings and inmate placement*

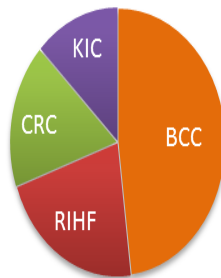
Corrections will continue to rely heavily on BCC's renovated 66 bed capacity to house the majority of Nunavut's inmates out of necessity. The addition of the RIHF and Makigiarvik capacity, has resulted in some crowding pressure relief at BCC.

The need for the separation of inmate populations within BCC is pressing. Separation of inmates serves many important purposes in a correctional facility. Its fundamental purpose is based on the recognition that the level of rehabilitative and functional needs of an inmate classified with a minimum-security profile are often very different from those classified with a maximum-security profile. At an absolute minimum, the classification staff of any facility is charged with the duty to separate inmates along these broad categories: remand, sentenced, high security, disciplinary/protective segregation, mental health, and medical isolation.

### *Breakdown of security ratings per facility*

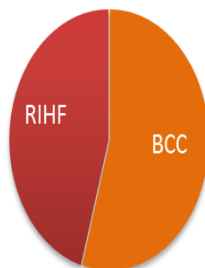
Security ratings can change while an inmate is in a facility. Classification of an inmate as minimum, medium, and maximum security depends on many factors including: type and number of charges; number of times incarcerated; length of criminal record; and behaviour within a facility. The graphs below illustrate the percentage of minimum, medium, and maximum security inmates being housed at each facility.

Where are adult male minimum security inmates being housed?\*



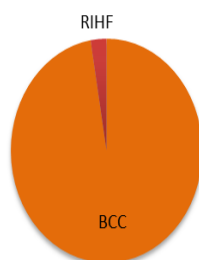
\*Based on averages from data representative of the first of each month.

Where are adult male medium security inmates being housed?\*



\*Based on averages from data representative of the first of each month.

## Where are adult male maximum security inmates being housed?\*



\*Based on averages from data representative of the first of each month.

Refer to Appendix A (Tables 2, 3, 4) for the percentage of minimum, medium, and maximum security inmates being housed at each facility each month.

### *Inmates Outside of Nunavut Correctional Facilities*

Security ratings for inmates housed outside the territory are determined by the individual facilities and are therefore undocumented by Nunavut Corrections. All inmates who are eligible for Outpost Camps have a minimum security rating.

There was a noticeable decline in the use of correctional facilities outside of Nunavut in 2015-16 as a result of the completion of mould remediation at BCC and the opening of Makigiarvik. Refer to Appendix A (Table 5) for an overview of inmates housed outside of Nunavut each month for 2015-16. In addition, refer to Appendix A (Table 6) for an overview of the number of admissions to correctional facilities in and out of Nunavut for 2015-16.

## Incidents of Contraband

### *A Closer Look at Contraband in Baffin Correctional Centre*

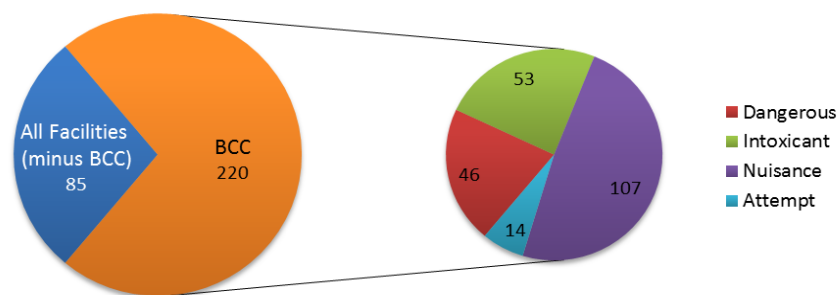
Of the 305 contraband incidents that occurred in 2015-16, 220 (72%) took place at Baffin Correctional Centre (BCC). To better understand the environment that exists in BCC, a closer examination of the types of contraband must be conducted.

Dangerous contraband comprises 21% of all contraband incidents at BCC – a figure much higher than any other adult correctional facility. Of the 46 dangerous incidents: 39 involved homemade weapons, 5 involved tattoo paraphernalia, and 2 involved tampering with government property.

Intoxicant contraband comprises 24% of all contraband incidents at BCC. Of the 53 intoxicant incidents: 26 involved illegal drugs and 10 involved prescription drugs. In the additional 17 incidents, 14 involved varying intoxicants (ie, homebrew, hand sanitizer, cleaners) and 3 unknown substances.

The largest category of contraband is nuisance, which are items an inmate is forbidden to possess as per policy. 49% of all contraband incidents at BCC were nuisance contraband. Of these 107 incidents: 38 involved tobacco and 69 involved prohibited items. Examples of prohibited items include: certain food items, lighters, government property, and batteries.

There were 14 documented contraband attempts recorded at BCC in 2015-16. Contraband attempts are not consistently recorded and all documented incidents were cases where illegal drugs (7), prescribed drugs (2), or tobacco (5) had been directly intercepted. These incidents involved visitors trying to bring contraband into the prison or individuals conducting “drops” during fresh air time. The graph below shows the different types of contraband that took place at BCC in 2015-16.



Refer to Appendix B (Table 7) for an overview of incidents of contraband in each facility for 2015-16.

### *A Closer Look at Contraband in Rankin Inlet Healing Facility*

A total of 59 contraband incidents took place at RIHF during 2015-16. Although this number might seem too high, it is important to consider the facility's open and closed custody environment when analysing contraband data.

RIHF's physical building is broken into sections, the Bravo Unit which is a closed custody area and the Inukshuk Unit which is an open custody area. Those living in the Inukshuk Unit are transitioning back into the community and through the use of Temporary Absences (TA) can work or partake in programming outside of RIHF. This halfway unit is an important bridge to support reintegration into the community. Relative to the number of TAs granted, the number of incidents are low and show the positive choices inmates are making when given the opportunity.

Of the 59 contraband incidents that occurred at RIHF, 25% were related to intoxicant usage in the Inukshuk Unit. Of these 15 incidents, 9 involved inmates returning from their TA who tested positive for either drugs or alcohol and 6 were for inmates who had either drugs or alcohol in the Unit. Nuisance contraband accounts for over half of recorded contraband incidents (54%). Of these 32 incidents: 23 involved tobacco and 9 involved prohibited items. Refer to Appendix B (Graph 1) for an overview of the contraband incidents that took place in RIHF during 2015-16.

### *Initiatives to Analyse Trends Related to Contraband*

Currently contraband activity is tracked through COMS (Correction Offender Management System), an electronic program available to all Corrections staff members. In 2015, Corrections developed a new search and seizure record form uniquely tailored to each facility to better record contraband, including information on how it enters a facility. All incidents related to contraband are fully documented along the suggested parameters and entered into COMS through reports.

The information for this report was extracted from this database and analysed manually. At this time, analysing trends is not possible through COMS due to the limited ability to properly store and extract information.

Corrections is working with Niche, the developer of COMS, to create a new version of the database that will allow for not only the documentation, but the tracking and trending of contraband in facilities. This version of COMS made considerable progress in 2015-16 and is currently undergoing testing.

### *Initiatives to Control and Reduce Contraband*

As a result of contraband issues within facilities in Nunavut, some of the initiatives Corrections has undertaken to attempt to reduce contraband include: implemented visiting policies so that there is glass in between an inmate and a visitor, and visitors are scanned with a wand metal detector before entering the facility; re-organized the inside of BCC to keep separate minimum inmates from maximum inmates; placed the majority of minimum inmates at Makigiarvik, RIHF; CRC, or KIC; and increased the number of searches done. Refer to Appendix B (Table 8) for an overview of the number of cell searches in BCC, RIHF, KIC, CRC, and YO for 2015-16.



Corrections is working to make sure that the design of the new facility takes into consideration the need for security equipment in order to control contraband from entering the facility.

## Segregation Placements

---

Segregation is used as a last resort. Correctional staff try to maintain inmates in general population; however, if an inmate is completely disruptive they are moved to segregation for the safety and security of others and themselves.

Segregation placements occur in four of the seven correctional facilities in Nunavut (BCC, RIHF, NWCC, and Young Offenders, YO). In the other three facilities (Makigiarvik, CRC, and KIC) inmates whose behaviour warrant disciplinary segregation are removed from the facility and returned to BCC. Refer to Appendix C (Table 9) for an overview of segregation placements in BCC, RIHF, NWCC, and YO during 2015-16.

BCC's segregation stays were more difficult to discern as a result of mould remediation where for an extended period of time segregation cells were being utilized as dorm rooms. BCC also has a large maximum security inmate population and will often use segregation cells for these inmates. Due to the limitations of Corrections' physical infrastructure at this time, administrative segregation is used as a last alternative in these situations to ensure the safety of inmates and staff.

## Overtime and Casual Staff Expenditures

---

The nature of Corrections requires a full staffing complement within facilities 365 days of the year. Refer to Appendix D (Tables 10, 10a) for an overview of Corrections employee counts as of March 31, 2016. With high vacancies and increasing levels of leave (annual, sick, special, LWOP, and rest days), shifts must be covered with overtime or casual/relief staff. Staff absences without notice mean workers must stay on after their 12-hour shift is complete.

Vacancies and staff transfer assignments are also primary factors that contribute to high levels of overtime. Refer to Appendix D (Table 11) for an overview of overtime, casual, and permanent staff expenditures between 2013-14 and 2015-16.

In an effort to remove systemic barriers to hiring of beneficiaries, Corrections has removed some of the previous educational requirements from job descriptions and focused on more 'on-the-job training'. Ideally each officer (permanent, casual, and relief staff) will receive a total of 400 hours of training – the equivalent of 33 12-hour shifts, however these training days must be covered by other staff, thus increasing costs.

A commitment to support local management of RIHF is in place through an intensive mentorship provided by the Warden. The mentoring of junior level staff has left gaps in the roster as they train in both of the vacant Deputy Warden roles which has had an effect on casual staffing expenditures. However, an ongoing commitment to support this management transition is not only important from a staffing perspective but also from a cultural perspective as beneficiaries from the community are given the opportunity to be trained into management positions.

## Reducing the Rate of Reoffending

---

Currently, Nunavut Corrections does not have a definition for recidivism or re-contact, which are terms used to refer to reoffending. Since there is no definition for this in Nunavut, it is not currently being measured. Corrections is working with other jurisdictions to determine how best to measure recidivism, but many jurisdictions are struggling with this.

# Rehabilitative Programming

There are five types of rehabilitative programming offered by Corrections Nunavut. These categories are:

**Correctional** – Programs that address factors which have been linked to criminal behaviour. Inmates who participate in these programs learn and apply the skills and strategies they need to keep them from committing future crimes. These skills and strategies help them to successfully reintegrate into the community when they are released.

**Traditional** – Programs that contribute to the knowledge, sharing, understanding, and development of Inuit traditional skills. These programs are imbedded in Inuit Societal Values and ensure that Inuit inmates' needs are met in terms of their traditions and identity.

**Social** – Programs that give inmates the skills, knowledge and experiences they need for personal and social growth. These programs can take different forms. Sometimes they are information-based and structured. Other times they are unstructured and can include recreational and leisure activities.

**Vocational** – Programs that help prepare inmates for a job in the community upon release.

**Educational** – Programs that provide inmates with basic literacy, academic and personal development skills.

Programming at Baffin Correctional Centre and Makigiarvik	
Type	Program
<b>Correctional</b>	Alternative to Violence
	Grief and Loss Program
	Substance Abuse Program
<b>Traditional</b>	Elder Counselling
	Inuit Cultural Skills Program
	Carving Program
<b>Social</b>	Music Program
	Art Program
	Life Skills
<b>Vocational</b>	Town Crew
<b>Educational</b>	Education Program

Programming at Nunavut Women Correctional Centre	
Type	Program
<b>Correctional</b>	Alcoholics Anonymous
	Mental Health Counselling
<b>Traditional</b>	Elder Counselling
	Inuit Cultural Skills Program
	Sewing Program
	Elder Visits (Iqaluit Elders Home)
	Land Program
<b>Social</b>	Animal Care (Iqaluit Humane Society)
	Health Discussions
	Library Visits (Iqaluit Centennial Library)
	Art Program
	Life Skills

## Programming at Rankin Inlet Healing Facility

Type	Program
<b>Correctional</b>	RU Addictions Addictions Support Program Healthy Relationships & Anger Management Mental Health Counselling Men's Group
<b>Traditional</b>	Carving Program Land Program Elder Counselling Sewing Program Traditional Skills Iglu Building Cabin Building
<b>Social</b>	Carpentry Program Parks Program Bible Study
<b>Vocational</b>	Heavy Equipment Operator (HEO) and Air Brakes Driver's Education Trade Access Prep First Aid WHMIS
<b>Educational</b>	PASS Program Aztec Program



## Programming at Kugluktuk Ilavut Centre

Type	Program
<b>Correctional</b>	Nunavut Healing and Learning Together (NUHALT)
<b>Traditional</b>	Land Program Carving Program Elder Counselling Traditional Skills Sewing Program Cooking Country Food Making and Repairing Hunting Equipment
<b>Social</b>	Health Discussions
<b>Vocational</b>	Work Program

## Programming at Young Offenders

Type	Program
<b>Correctional</b>	Nunavut Healing and Learning Together (NUHALT) Mood Management Violence Prevention Skills Cognitive Behaviour Program Conflict Resolution Anger Management Dealing with Aggression Dealing with Depression Victim Impact Abuse Treatment for Adolescents Healthy Relationships
<b>Traditional</b>	Land Program Inuit Cultural Skills Program
<b>Social</b>	Art Therapy Life Skills Preparing Adolescents for Young Adulthood (PAYA)
<b>Educational</b>	High School Programming

## Programming at Uttaqivik

Type	Program
<b>Correctional</b>	Mental Health Counselling Alcoholics Anonymous Community Maintenance Program
<b>Traditional</b>	Elder Counselling Carving Program Inuit Cultural Skills Program
<b>Social</b>	"Did You Know?" Meetings Life Skills
<b>Vocational</b>	Work Program



# Inuit Societal Values in Corrections

---

Integrating Inuit Societal Values into correctional practices is a priority for the Division. Corrections incorporated these values into policies for staff and has an obligation to provide culturally relevant programming and guidance to inmates.

This section has been broken into three sections to highlight those differences: training for staff, traditional programs for inmates, and policies and practices.

## *Training for Staff*

Training is a key function within the Corrections Division to help promote and teach Inuit Societal Values. Correctional training is rooted in *pilimmaksarniq/pijariuqsarniq* – the development of skills through observation, mentoring, practice, and effort.

The training of staff supports one of Corrections main objectives: to promote and encourage beneficiary hiring. In 2014-15, Corrections removed artificial educational barriers from its Correctional Caseworker job description which resulted in an increase of beneficiaries screening into these competitions. The Division acknowledges that it must provide training and support for these new hires to move into management positions.

In 2015-16, a renewed focus was placed on providing training and mentorship for staff to prepare individuals to assume supervisor or management positions in the future. Much of the training offered is security/safety based to ensure that staff have the confidence and the capacity to perform their duties.

The following is a breakdown of training provided to all correctional staff (indeterminate, casual, and relief) with a focus on Nunavut-specific and cultural teachings.

NUHALT: Nunavut Healing and Learning Together (Modules 1 & 2)	
Description	The first two levels of NUHALT focus on communication and collaborative interaction with inmates. Staff learn specialized skills such as interviewing, counselling, program facilitation and delivery, and applied case management techniques. Training is culturally sensitive as strategies of Perceptual Control Theory (PCT) are interwoven with Inuit Societal Values. This is to ensure that beneficiary staff and inmates will be able to easily identify and connect with the strategies being presented. Module 1 focuses on building respectful relationships and reducing conflict. Module 2 builds on module 1 by providing tools and strategies for interacting with inmates who have cognitive and behavioural issues caused by substance abuse, FASD, or trauma.
How it Incorporates ISV	Staff develop communication and case management skills through mentoring and practice ( <b>pilimmaksarniq/pijariuqsarniq</b> ); staff train together to learn skills that will reduce conflict and stress in their jobs ( <b>piliriqatigiinniq/ikajuqatigiinniq</b> ); staff learn to build respectful relationships with inmates ( <b>inuuqatigiitsiarniq</b> ); staff spend four days together interacting and sharing ( <b>tunnganarniq</b> ).

## Pilimmaksarniq Education Program (NUHALT Module 3)

Description	The third level of NUHALT is designed to train staff to teach the skills presented in modules one and two to inmates and clients. Staff become the trainers by showing inmates how to develop healthy relationships through effective communication and problem solving. New lessons are always being added (there are 16 as of 2015-16), and each one is centered around one of the eight Inuit Societal Values.
How it Incorporates ISV	Staff provide guidance to inmates about building positive and respectful relationships ( <b>inuuqatigiitsiarniq</b> ); staff and inmates are open about their experiences as it relates to ISV and the PEP lessons ( <b>tunnganarniq</b> ); staff teach the skills they've learned in NUHALT modules 1 and 2 to inmates ( <b>pilimmaksarniq/pijariuqsarniq</b> ); staff and inmates work together to help facilitate reintegration into the community ( <b>piliriqatigiinni/ikajuqatigiinni</b> ).

## Mental Health First Aid for Northern Peoples

Description	A three day certification program, MHFA for Northern Peoples prepares staff to assist those who are experiencing a variety of mental health challenges and connect them with longterm resources. MHFA for Northern Peoples was jointly developed by Nunavut, the Northwest Territories, and Yukon and teaches skills using the context of the north. In addition to regular Mental Health First Aid, this course addresses challenges such as isolation, Seasonal Affective Disorder, traumatic impacts of forced relocations and residential schools.
How it Incorporates ISV	How to communicate respectfully and care for those under mental duress ( <b>inuuqatigiitsiarniq</b> ); providing mental health support to inmates and clients ( <b>pijitsirniq</b> ); teaches staff how to be resourceful by using the unique forms of support found in northern communities ( <b>qanuqtuurniq</b> ).

## Inuit Cultural Orientation Training

Description	In 2015-16, a team of correctional staff formed a group (dubbed the "Cultural Orientation Committee") to assist in incorporating Inuit Societal Values into orientation training for new hires, non-beneficiary staff, and interested beneficiary staff. The goal of the workshop is to impart a sense of respect and understanding of Inuit traditions, culture, history, and language. The training will consist of presentations, discussions, and activities - as well as an on the land component using resources from the Inuit Cultural Skills Program.
How it Incorporates ISV	Instilling a sense of respect and understanding of Inuit and their culture ( <b>inuuqatigiitsiarniq</b> ); encouraging non-beneficiary staff to participate and learn from beneficiary staff ( <b>tunnganarniq</b> ); learning about Inuit history, traditions, and language ( <b>pilimmaksarniq/pijariuqsarniq</b> ); beneficiary staff are given unique opportunities to show skills and knowledge outside a traditional classroom setting ( <b>qanuqtuurniq</b> ); staff learn respect and care for their environment through a land trip ( <b>avatittinnik kamatsiarniq</b> ).

## Additional Training

Basic Orientation (Staff Mentorship)	Mandatory ten day shadow shifts for all new frontline workers provides initial orientation of security operations and familiarization with facilities. (120 hours)
First Aid/CPR	Basic First Aid and CPR certification. (15 hours)
WHMIS	Basic WHMIS certification. (8 hours)
COMS Training	Training on use of the Corrections Offender Management System (COMS), including preparation of records and reports. (16 hours)
JIBC Module 1	The Justice Institute of British Columbia (JIBC) delivers this training which covers basic orientation to Corrections, legislation, and the directives. (30 hours)
JIBC Module 2	JIBC delivers this training which deals with basic correctional officer type functions including rounds, counts, and searches. (30 hours)
JIBC Module 3	JIBC delivers this training which continues from Module 2 to address emergencies, verbal de-escalation techniques, and the use of physical constraints. (30 hours)
Low Impact Control	Training on implementation and use of low impact control in different contexts/environments. (15 hours)
Correctional Supervisor Training	Introduces Correctional Supervisors to crisis management and frontline leadership through a "lead management" style. (30 hours)

## Traditional Programs for Inmates

Elder Counselling	
Facility	All Facilities
Description	Elders from the community (either employed by the facility or through honoraria payments) provide individual and group counselling to inmates. Inmates can also use this opportunity to learn traditional skills, listen to Inuit legends, or discuss familial ties.
How it Incorporates ISV	Teaches inmates how to respect others and build and maintain relationships ( <b>innuqatigiitsiarniq</b> ); learn a variety of skills and knowledge through discussion and practice ( <b>pilimmaksarniq/pijariuqsarniq</b> , <b>avatittinnik kamatsiarniq</b> ).

Inuit Cultural Skills Program (ICSP)	
Facility	BCC, Makigiarvik, NWCC, YO, CRC
Description	Corrections staff provide land based activities for inmates including: hunting, fishing, tending to animals, camping etc. As well, inmates spend time in the ICSP Garage learning how to fashion traditional tools and cultural teachings.
How it Incorporates ISV	Teaches inmates respect and care for the land and animals ( <b>avatittinnik kamatsiarniq</b> ); how to be innovative and resourceful on the land ( <b>qanuqtuurniq</b> ); learn land and traditional skills through observation and practice ( <b>pilimmaksarniq/pijariuqsarniq</b> ); ICSP crews learn over time how to work together and achieve goals by having open and inclusive discussions ( <b>tunnganarniq</b> , <b>aajiiqatigiinni</b> , <b>piliriqatigiinni</b> , <b>ikajuqatigiinni</b> ).

Land Program	
Facility	KIC, RIHF
Description	In the absence of the Inuit Cultural Skills Program, these two facilities outside of Iqaluit have implemented a land program. Working with staff, elders, and community hunters, this program involves hunting trips and other land-based activities.
How it Incorporates ISV	Teaches inmates respect and care for the land and animals ( <b>avatittinnik kamatsiarniq</b> ); how to be innovative and resourceful on the land ( <b>qanuqtuurniq</b> ); learn land and traditional skills through observation and practice ( <b>pilimmaksarniq/pijariuqsarniq</b> ).

Carving Program	
Facility	Makigiarvik, RIHF, KIC, CRC
Description	Inmates (with the assistance of elders or staff) teach and learn carving skills together. These skills are valuable to inmates who are given a source of income to assist with providing for their families and paying off court-ordered fines while still incarcerated. It also becomes a useful job skill for inmates without formal educations upon release.
How it Incorporates ISV	Inmates learn a variety of carving skills through observation, mentoring, and practice ( <b>pilimmaksarniq/pijariuqsarniq</b> ); provide for their families while incarcerated ( <b>pijitsirniq</b> ).

Sewing Program	
Facility	NWCC
Description	Inmates work with a local elder from the community to design and create clothing for themselves and their families. The elder not only teaches sewing skills, but often counsels and provides emotional support to the women as they work on projects.
How it Incorporates ISV	Inmates learn traditional sewing skills from elder ( <b>pilimmaksarniq/pijariuqsarniq</b> ); provide emotional support to one another through open and inclusive discussions ( <b>tunnganarniq</b> ); develop respect and care for one another ( <b>innuqatigiitsiarniq</b> ); prepare and provide clothing for their families ( <b>pijitsirniq</b> ).

Traditional Skills	
Facility	KIC, RIHF
Description	Both KIC and RIHF have various traditional skills programming that are offered seasonally and based on the types of residents. In RIHF, staff have developed programs relating to panna making, iglu building, and cabin construction. In KIC, staff and community elders provide programs relating to sewing, cooking country food, and making/repairing hunting equipment.
How it Incorporates ISV	Teaches inmates how to be innovative and resourceful using available supplies ( <b>qanuqtuurniq</b> ); learn various traditional skills through observations, practice, and effort ( <b>pilimmaksarniq/pijariuqsarniq</b> ); working with staff, elders, and other inmates to accomplish tasks and goals ( <b>piliriqatigiinni</b> , <b>ikajuqatigiinni</b> , <b>aajiiqatigiinni</b> ).

## Policies and Practices

At this time correctional policies are limited in their inclusion of Inuit Societal Values. However, the Department of Justice is currently undergoing a review of the *Corrections Act* and determining the necessary amendments to ensure that Inuit Societal Values are incorporated. Once these changes have been made, Corrections will go through the process of updating its Directives and Standing Orders so that all policies reflect these important changes.

Nonetheless, individual correctional facilities are taking it upon themselves to incorporate Inuit Societal Values into their everyday practice. The following are examples of these practices:

Elder Visits	
Facility	NWCC, RIHF, Makigiarvik
What's Happening	At NWCC, female inmates visit the Elders Qammaq in Iqaluit to provide support and company to the elders who live there. Inmates sit and talk with residents, hearing traditional stories and legends or learning skills. Inmates will also assist the elders in small tasks around the facility. In Rankin, inmates on Town Crew will visit community elders who need assistance shovelling or making small repairs.
How it Incorporates ISV	Inmates build relationships with community elders that can remain even after incarceration ( <b>innuqatigiitsiarniq</b> ); inmates give their time and service to community elders ( <b>pijitsirniq</b> ).

Morning Circles	
Facility	Makigiarvik, YO, KIC
What's Happening	Staff and inmates get together each morning to discuss the goals and schedules for the day. Decisions and requests are made through discussion and consensus.
How it Incorporates ISV	Inmates are encouraged to give opinions and participate in discussions ( <b>tunnganarniq</b> ); decisions about requests are made in consultation with both staff and inmates ( <b>aajiqatigiinniq</b> ); both staff and inmates achieve a more stable and productive living environment by working together ( <b>piliriqatigiinniq/ikajuqatigiinniq</b> ).

Community and/or Elder Feasts	
Facility	BCC, Makigiarvik, RIHF, NWCC, KIC
What's Happening	Meat from ICSP or Land Program hunts are used for community and/or elder feasts in the facilities. Elders or community members are invited to come for food and to share stories.
How it Incorporates ISV	Inmates provide food and meat for elders and community members ( <b>pijitsirniq</b> ); correctional facilities become gathering places by including elders and community members ( <b>tunnganarniq</b> ); inmates are taught respect and care for animals by learning traditional carving skills ( <b>avatittinnik kamatsiarniq</b> ).

Continuous Care	
Facility	All Facilities
What's Happening	Often upon release inmates return to communities where emotional and mental supports can be limited. This can be a difficult transition after the structure and care provided in an institutional setting. Former inmates are encouraged to contact a facility whenever they are struggling as staff are on duty 24/7.
How it Incorporates ISV	Building and maintaining respectful and caring relationships with inmates ( <b>innuqatigiitsiarniq</b> ); being open and welcoming with former inmates who need support ( <b>tunnganarniq</b> ); staff must work with former inmates and members of their communities to ensure they are receiving proper care ( <b>piliriqatigiinniq/ikajuqatigiinniq</b> ).

# Mental Health Services in Corrections

Fulltime PYs Providing Mental Health Services (2015-16)	
Baffin Correctional Centre and Makigiavik	Psychologist
	Elder Counsellor
Rankin Inlet Healing Facility	Program Counsellor
Young Offenders	Clinician
Nunavut Women Correctional Centre	N/A
Kugluktuk Ilavut Centre	N/A
Uttaqivik	N/A
<i>All facilities are supported through elders in their communities who are reimbursed with honoraria or through casual contracts.</i>	

## *Partnership between the Departments of Justice and Health*

Beginning in 2014, the Department of Justice, Corrections Division and the Department of Health, Mental Health Division began a partnership to assist in providing support to inmates with mental health needs. Over this period of time, the Divisions have explored overlapping needs and services within the institutional setting.

In the spring of 2016, the Divisions of Corrections and Mental Health initiated a feasibility assessment and needs analysis to develop an adult Fetal Alcohol Spectrum Disorder (FASD) diagnosis and intervention program at Baffin Correctional Centre (BCC). This program would offer ongoing management of FASD inmates through a team of trained multi-disciplinary staff.

Dr. Mansfield Mela, an academic forensic psychologist at the University of Saskatchewan, travelled to Iqaluit to meet with officials from both the Departments of Justice and Health. This meeting established the parameters of diagnostic and intervention services for inmates and clarified expectations of the involved stakeholders.

Throughout each facility you can see the positive impact of this partnership, as described below.

## *Baffin Correctional Centre and Makigiavik*

In July of 2015, the organizational structure of psychological services within Baffin Correctional Centre was reviewed. In order to support oversight measures, psychological services now reports directly to the Warden of BCC. This change supports a team approach and enhances the administration of mental health services within the facility.

Through the assistance of the Department of Health and the Nunavut Suicide Prevention Strategy, funding has been allocated to base a registered mental health nurse in Makigiavik. This position will assist with realizing the facility's original intentions of providing support to inmates with mental health issues through a multimodal approach of custom programming, case management, and dynamic supervision.



## *Rankin Inlet Healing Facility*

Rankin Inlet Healing Facility (RIHF) does not have regular access to mental health services in the community (as provided by the local health centre). Inmates can only access local mental health services on an emergency basis. RIHF does employ a Program Counsellor who has a background in mental health counselling and elders from the community are used for individual counselling at the inmate's request. The facility screens individuals prior to entry to assess whether the inmate has serious mental issues prior to accepting them from the RCMP.

## *Nunavut Women Correctional Centre*

The Nunavut Women Correctional Centre (NWCC) does not have any counsellor or psychological staffing positions. At this time, female inmates are reliant on support from outside of Corrections. Currently there is a counselor from the Division of Mental Health's Grinnell Place who comes for weekly group counselling sessions. In addition, elder counsellors attend the facility to provide one-on-one support.

## *Young Offenders*

In the previous decade, staff at Isumaq Young Offenders (YO) have noted an increase in youth with serious mental health illness. The facility employs a fulltime onsite Clinician to assist in the treatment and management of residents with mental illness. This position is vital to YO as the Clinician can not only provide counselling to residents, he also offers guidance to staff on how to appropriately assist those with mental illness or behavioural disorders. Medical Services facilitates referrals to community psych nurses as well as psychologists to ensure appropriate medication regimes and proper aftercare.

The Department of Health has provided support to YO through their Grinnell Place and Akausisarvik facilities. Case management teams at the facility will refer residents to the mental health counsellors at Grinnell Place, as well as the youth specific counsellors at Akausisarvik. In addition to these supports, the facility often works in tandem with Nunavut's Representative for Children and Youth to ensure that youth with mental illness who are in conflict with the law receive fair treatment navigating the justice system.

## *Uttaqivik*

Uttaqivik's (CRC) small staffing complement means they are reliant on individuals outside of the centre to provide mental health services. Mental health counselling is provided to residents through the Division of Mental Health and the Tukisigiarvik Society and traditional counselling is provided through community elders. Residents can partake in either or both depending on their preference.

## *Kugluktuk Ilavut Centre*

Kugluktuk Ilavut Centre (KIC) has a more traditional and intimate approach to mental health due to their small numbers and location. Mental health counselling (done in partnership with the local Mental Health Nurse from the Department of Health) is generally only provided upon intake for assessment or as needed. Instead KIC focuses on elder and staff involvement to support the Centre's residents. Weekly group counselling sessions are facilitated by a community elder. Staff at KIC have been trained in three levels of Nunavut Healing and Learning Together (NUHALT), a program specifically designed for Corrections staff in Nunavut. This program focuses on respectful communication, effective problem solving, self-discipline, and responsible decision making. Inuit Societal Values are imbedded in this program, as well as the psychological perceptual control theory.

## *Community Corrections*

Community Corrections is integral for supporting an inmate's reintegration into the community – particularly if that individual has mental health needs. An inmate can request mental health or elder counselling in any of the facilities in Nunavut, however, once they've returned to the community it can be challenging to find these resources.

Community Corrections Officers assist their clients in a number of different ways in relation to mental health. They will submit referrals on behalf of the client if they need to adhere to any court orders. Needs assessments are conducted with the clients to determine if counselling would be beneficial. In some cases, the client will express the need for counselling. Community Corrections Officers will facilitate counselling in any these scenarios, either with an elder or mental health specialist depending on the client's preference.

Table 1: Overall Average Counts and Peaks in 2015-16

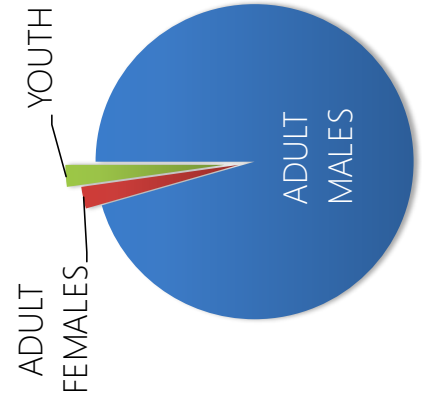
Overall Average Counts and Peaks* in 2015-16																		
	BCC		MAKIGIARVIK		RIHF		CRC		KIC		NWCC		YO		OPC		OUTSIDE NU	
	Av.	Peak	Av.	Peak	Av.	Peak	Av.	Peak	Av.	Peak	Av.	Peak	Av.	Peak	Av.	Peak	Av.	Peak
APRIL	30	34	20	22	20	44	9	11	7	9	3	4	3	4	1	2	55	65
MAY	30	36	21	25	34	39	10	11	10	10	6	6	2	4	3	5	51	60
JUNE	34	46	24	26	34	37	8	9	8	9	3	4	4	4	4	6	38	57
JULY	48	53	28	33	35	37	8	10	5	6	4	5	4	6	3	4	34	42
AUG	52	58	30	34	39	44	11	11	6	9	2	3	5	6	5	6	45	53
SEPT	46	53	28	30	41	45	11	12	9	10	1	2	6	8	5	7	38	43
OCT	54	64	30	31	37	40	10	13	8	9	1	1	5	6	3	5	42	50
NOV	61	66	31	35	41	43	11	12	10	10	4	4	6	8	4	4	34	40
DEC	53	57	38	42	42	47	12	12	9	11	4	5	2	6	3	5	32	37
JAN	48	53	33	35	39	42	11	13	8	8	4	7	2	3	3	4	25	39
FEB	59	63	33	36	40	42	10	11	7	8	7	7	4	6	3	5	27	35
MARCH	55	62	36	40	33	38	9	10	6	7	6	7	7	9	5	6	25	32
<b>OVER-</b>	<b>48</b>	<b>66</b>	<b>29</b>	<b>42</b>	<b>36</b>	<b>47</b>	<b>10</b>	<b>13</b>	<b>8</b>	<b>11</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>9</b>	<b>4</b>	<b>7</b>	<b>37</b>	<b>65</b>
<b>ALL</b>																		

\*Average counts reflect the average number of inmates per month. Peak counts reflect the highest number of inmates per month.

AVERAGE TOTAL  
INMATE COUNTS:

**180**

INMATE COMPOSITION:



ON AVERAGE

**22%**

OF ADULT MALE INMATES WERE  
BEING HOUSED OUTSIDE THE  
TERRITORY ON ANY GIVEN DAY.

**Table 2: Minimum Security Inmates per Facility**

Number of Minimum Security Inmates per Facility						
	BCC	RIHF	CRC	KIC	NWCC	YO
APRIL	15	10	9	4	0	6
MAY	19	7	11	9	0	1
JUNE	19	10	8	9	0	2
JULY	24	13	6	6	0	2
AUGUST	33	14	10	4	0	2
SEPTEMBER	30	13	12	9	0	2
OCTOBER	30	12	12	8	0	1
NOVEMBER	34	12	11	10	0	0
DECEMBER	34	15	11	10	0	0
JANUARY	35	14	12	8	0	1
FEBRUARY	31	13	11	7	0	3
MARCH	32	14	9	6	0	5
<b>AVERAGE</b>	<b>28.0</b>	<b>12.6</b>	<b>10.2</b>	<b>7.5</b>	<b>0</b>	<b>2.1</b>

**Table 3: Medium Security Inmates per Facility**

Number of Medium Security Inmates per Facility						
	BCC	RIHF	CRC	KIC	NWCC	YO
APRIL	22	31	0	0	0	2
MAY	25	22	0	0	1	2
JUNE	14	23	0	0	1	3
JULY	29	21	0	0	0	2
AUGUST	33	20	0	0	0	3
SEPTEMBER	21	23	0	0	1	4
OCTOBER	27	24	0	0	1	7
NOVEMBER	31	27	0	0	2	6
DECEMBER	36	25	0	0	1	3
JANUARY	31	25	0	0	0	1
FEBRUARY	31	24	0	0	0	2
MARCH	39	18	0	0	1	3
<b>AVERAGE</b>	<b>28.3</b>	<b>23.6</b>	<b>0</b>	<b>0</b>	<b>0.7</b>	<b>3.2</b>

**Table 4: Maximum Security Inmates per Facility**

Number of Maximum Security Inmates per Facility						
	BCC	RIHF	CRC	KIC	NWCC	YO
APRIL	7	0	0	0	4	1
MAY	8	1	0	0	4	1
JUNE	10	1	0	0	3	0
JULY	12	0	0	0	4	1
AUGUST	17	0	0	0	2	1
SEPTEMBER	19	0	0	0	3	1
OCTOBER	11	0	0	0	1	1
NOVEMBER	24	0	0	0	2	0
DECEMBER	16	0	0	0	2	0
JANUARY	15	1	0	0	5	0
FEBRUARY	15	2	0	0	7	0
MARCH	20	0	0	0	4	0
<b>AVERAGE</b>	<b>14.5</b>	<b>0.4</b>	<b>0</b>	<b>0</b>	<b>3.4</b>	<b>0.5</b>

**Table 5: Inmates Housed Outside Nunavut Correctional Facilities in 2015-16**

Number of Inmates Housed Outside Nunavut Correctional Facilities in 2015-16		
	Outside Territory	Outpost Camps
APRIL	64	2
MAY	52	2
JUNE	56	5
JULY	42	3
AUGUST	36	4
SEPTEMBER	42	6
OCTOBER	40	3
NOVEMBER	43	3
DECEMBER	32	4
JANUARY	31	2
FEBRUARY	34	4
MARCH	27	4

**Table 6: Admissions to Correctional Facilities in and out of Nunavut in 2015-16**

Individual Inmate Admissions in 2015-16						
BCC	MAKIGIARVIK	RIHF	NWCC	KIC	CRC	YO
355	168	148	23	33	44	22

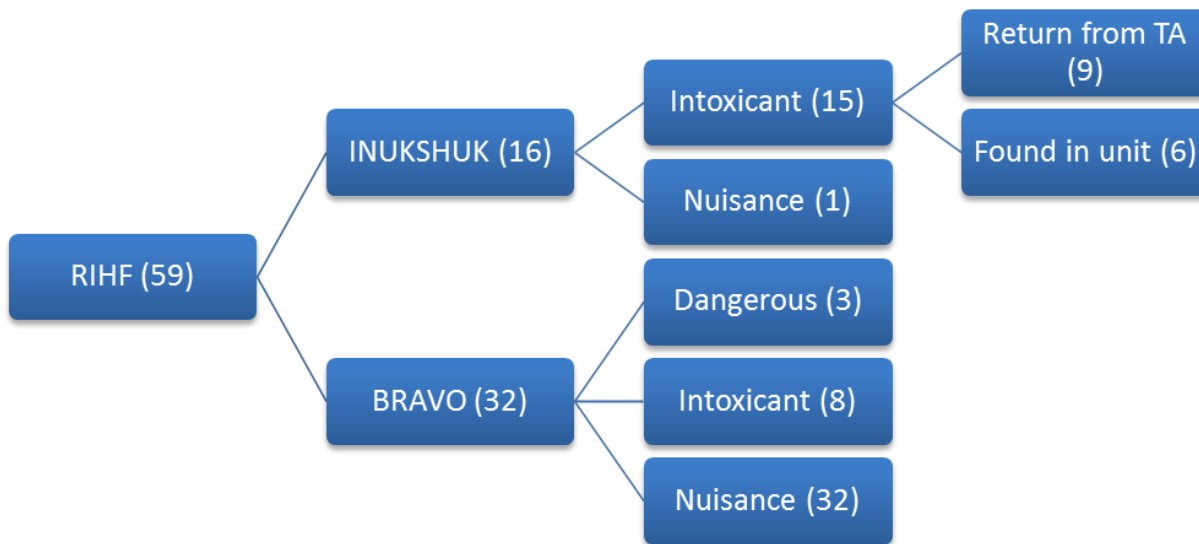
Outside Nunavut Correctional Facilities Inmate Admissions in 2015-16					
NWT	ONTARIO	BC	ALBERTA	NOVA SCOTIA	OPC
80	45	27	1	1	28

Appendix B: Incidents of Contraband

Table 7: Incidents of Contraband in all Facilities in 2015-16

Incidents of Contraband in all Facilities in 2015-16					
Facility/Type of Contraband	Dangerous	Intoxicant	Nuisance	Attempt	TOTAL
BCC	46	53	107	14	220
RIHF	3	23	33	0	59
Makigiarvik	0	1	8	0	9
CRC	0	6	0	0	6
NWCC	0	0	5	0	5
KIC	0	3	0	0	3
YO	1	0	2	0	3
<b>TOTAL</b>	50	86	155	14	<b>305</b>

Graph 1: A Contraband in Rankin Inlet Healing Facility



**Table 8: Individual Cells Searched in 2015-16**

Number of Individual Cells Searched in 2015-16					
Month/Facility	BCC	RIHF	KIC	CRC	YO
April	159	15	0	5	8
May	59*	13	5	5	8
June	178	24	4	5	8
July	251	17	5	5	8
August	205	28	6	5	8
September	230	31	7	5	8
October	236	18	8	5	8
November	128	20	5	5	8
December	205	7	8	5	8
January	291	14	10	5	8
February	185	16	11	5	8
March	196	17	5	5	8
<b>TOTAL</b>	<b>2323</b>	<b>220</b>	<b>74</b>	<b>60</b>	<b>96</b>
*Notable decrease in May as a result of mould remediation at BCC.					
Number of cells: BCC (18), RIHF (16), KIC (6), CRC (5), YO (8).					

*Appendix C: Segregation Placements*

**Table 9: Segregation Placements in 2015-16**

Segregation Placements in 2015-16			
	Administrative	Disciplinary	Medical
BCC*	244	42	11
RIHF	55	70	1
NWCC	10	0	0
YO	11	10	0

\* There were 37 segregation stays in BCC that were documented but no reason was provided, this number is not reflected in the above data.

*Appendix D: Overtime and Casual Expenditures*

**Table 10: Employee Counts as of March 31, 2016**

Corrections Employee Counts as of March 31, 2016				
	Indeterminate	Vacant Indeterminate	Casual	Relief
BCC and Makigiarvik*	85	26	21	18
RIHF	45	9	6	13
NWCC	9	1	3	7
YO	19	3	6	16
CRC	7	1	6	12
KIC	12	2	3	3
Community Corrections	27	6	4	0
Headquarters	12	2	3	1
<b>TOTAL</b>	<b>216</b>	<b>50</b>	<b>52</b>	<b>70</b>

\* BCC and Makigiarvik fall within the same organizational structure and share all mandated services.

**Table 10a: Total Workforce as of March 31, 2016**

Total Workforce as of March 31, 2016	
Indeterminate	166
Casuals	52
Relief	70
<b>Total</b>	<b>288</b>

**Table 11: Total Expenditures in Overtime, Casual and Permanent Position between 2013-14 and 2015-16**

Total Expenditures	2013-14	2014-15	2015-16
Overtime Expenditures	2,799,756	2,715,828	2,717,674
Casual Expenditures	4,922,223	5,673,398	6,649,249
Permanent Expenditures	12,416,416	11,649,260	12,394,966