

**THE NATIONAL ASSOCIATIONS ACTIVE IN
CRIMINAL JUSTICE (NAACJ)**

ANNUAL REPORT

2023-2024

ACKNOWLEDGMENTS

This year's Annual Report begins where most of our reports end.

We thought it fitting to distinguish - right at the outset – the many individuals and groups that gave their resources, time, skills and energy to NAACJ this past year, in an effort to adequately recognize their contributions. Without the tremendous and essential support of funders, volunteers, students and other collaborating individuals and organizations, we would not have been able to achieve our goals in 2023-2024.

We are so grateful to each and every person who was involved and invested in our work. This fiscal year, they include:

Public Safety Canada



The Law Foundation of Nova Scotia



The Law Foundation of Ontario _



The Correctional Service of Canada (CSC)

Canadian Association of Chiefs of Police

The Office of the Correctional Investigator

The Parole Board of Canada

Talal Dakalbab, Associate Assistant Deputy Minister, Public Safety Canada

Kathy Neil, Assistant Commissioner, Aboriginal Corrections, CSC

The Hon. Senator Kim Pate, Emily Grant and Andrew Osborne

Howard Sapers, Chair, SIU IAP

Tom Best, Book Clubs for Inmates

Anita Desai, The St. Leonard's Society of Canada

Freds Phelps, The Canadian Association of Social Workers

Sarah Tessier, The Northpine Foundation

Dr. Jim Bonta

Dr. Pamela Yates

Pauliina Anttila

Laurel Chougourou

Zayna Haider

Marcia Herrera

Tanvi Hooja

Matthew Lackhee

Vanessa Mastrofrancesco

Ga Vin Park

Brandon Leger and Tristan Pettigrew, Hendry Warren LLP

Pro-Bono Students Canada, Faculty of Law, University of Ottawa

Toronto Metropolitan University

University of Ottawa, Faculty of Social Studies

University of Toronto Mississauga, Department of Sociology

Victoria College, University of Toronto, Education & Society



ABOUT US

NAACJ's mission is to enhance the capacity of Members to contribute to a humane, fair, equitable and effective justice system.

Its purposes are to:

1. Contribute to the education of its Members, other organizations from the governmental and voluntary sectors and the general public through activities that share and generate knowledge, information, ideas and values in relation to current and emerging criminal justice issues;
2. Contribute to the capacity of the Members to carry out their purposes through activities that share and generate expertise, to serve as a catalyst for action by Member agencies and to provide collective support for actions undertaken by individual Member agencies, where feasible; and
3. Support the activities of its Members in the development of policy related to criminal justice by promoting the role and importance of the Members in consultation and policy fora with the federal government.

NAACJ • ANIJC



Social responsibility
Responsabilité sociale

NAACJ Statement of Possibility

NAACJ is an organization that exists to support its membership of diverse and experienced national organizations in their respective efforts to provide leadership in various areas of justice. NAACJ promotes an environment that encourages its members to share their values, to respect one another's differences and to develop their capacity to be engaged with and respected by government agencies, funding bodies and the Canadian public. It enables and supports the efforts of members to learn, energize and gain strength through meaningful dialogue with each other and with others in the criminal and social justice fields. By doing so, NAACJ bolsters its members' ability to serve as catalysts for change relating to their missions of effective justice responses that uphold and promote human rights.

MEMBERSHIP

7th Step Society of Canada

Association of Social Rehabilitation Agencies of Québec

Book Clubs for Inmates

Canadian Association of Elizabeth Fry Societies

Canadian Association of Social Workers

Canadian Civil Liberties Association

Canadian Criminal Justice Association

Canadian Families and Corrections Network

Canadian Friends Service Committee (Quakers)

Canadian Resource Centre for Victims of Crime

Canadian Psychological Association

Centre for Justice Exchange

Church Council on Justice and Corrections

Circles of Support and Accountability Canada

Inclusion Canada

John Howard Society of Canada

Mennonite Central Committee Canada

Native Counselling Services of Alberta

The Salvation Army in Canada

St. Leonard's Society of Canada

United for Literacy (formerly Frontier College)

Youth Association for Academics, Athletics and Character Education
(Y.A.A.A.C.E.)



BOARD OF DIRECTORS

Angela Briscoe (United for Literacy, formerly Frontier College)

Emilie Coyle (Canadian Association of Elizabeth Fry Societies)

Anita Desai (St. Leonard's Society of Canada)

Pam Dillon (Church Council on Justice and Corrections)

Ardavan Eizadirad (Youth Association for Academics, Athletics, and Character Education)

Ken Grahlman / Mackenzie Graham (Mennonite Central Committee Canada)

Jacqueline Gumienny / Tom Best (Book Clubs for Inmates)

David Henry (Association des Services de Réhabilitation Sociale du Québec)

Irving Kulik (Canadian Criminal Justice Association)

Catherine Latimer (John Howard Society of Canada)

Louise Leonardi (Canadian Families and Corrections Network)

George Myette (7th Step Society of Canada)

Marlene Orr, (Native Counselling Services of Alberta)

Fred Phelps (Canadian Association of Social Workers)

Kester J. Trim (The Salvation Army)

Nancy Russell / Sandra Wiens (Canadian Friends Service Committee, Quakers)

Pamela Yates (Canadian Psychological Association)

Cliff Yumansky (Circles of Support and Accountability Canada)



EXECUTIVE COMMITTEE

President: Anita Desai

Vice-President: Emilie Coyle

Treasurer: David Henry

Secretary: Nancy Russell / Ken Grahlman

Past President: Catherine Latimer

STAFF AND CONTRACTORS

Susan Haines, Executive Director

Parabjyot Singh, Legal Research Assistant

Stefka Zaharieva, Accountant & Bookkeeper



EXECUTIVE DIRECTOR'S REPORT

I'm so grateful to be writing my 18th annual ED report, for NAACJ. As I look back on 2023-2024, I'm reminded of the principles we hold true, the integrity we demonstrate in our commitment to humane, fair, equitable and effective approaches and the tremendous support our network provides not only to the member organizations, but to each other as individuals. And while criminal justice policy may have experienced a few ups and downs, again this year I saw how the members, and thereby the Association, faced opportunities and challenges with reason, creativity, optimism and perseverance.

Small grants from the Law Foundation of Ontario and the Law Foundation of Nova Scotia allowed us to complete two projects that built upon some of the findings and needs we had identified through earlier project work about criminal records and their impacts on so many facets of life. We were delighted to continue on that path and create 14 plain language information sheets about the employment rights of people with a criminal record for each legal jurisdiction, which we launched on #ZeroDiscriminationDay.

EMPLOYMENT RIGHTS OF PEOPLE WITH A CRIMINAL RECORD IN NOVA SCOTIA		WHAT RESOURCES ARE AVAILABLE TO ME?
WHAT IS HAPPENING INSIDE WORKPLACES? 70% of employers require background checks 42% of employers require applicants to pay for the cost of background checks 51% of employers have never employed an individual with a criminal record unknowingly 75% of employers said that their experience with hiring an individual with a criminal record was "about the same" as hiring any other employee TO HIRE MORE PERSONS WITH A RECORD, SOME EMPLOYERS INDICATE THAT THEY REQUIRE: Improved Training Funding Incentives Changes in Company Policy Changes in Legislation		LEARN ABOUT ELIGIBILITY AND APPLY FOR A RECORD SUSPENSION Obtaining a pardon or record suspension may make it easier for you to find employment, volunteer opportunities, take part in educational programs, or access housing. - Connect with the 7th Step Society of Nova Scotia's Pardon Me Program for information and support: - Cindy Brian, Project Manager, 219B Wise Road, Dartmouth NS 902-406-0324 or 1-855-776-8777 pardon.me@7thstep.ca, www.7thstep.ca - Get support from the Elizabeth Fry Society of Mainland Nova Scotia's Criminal Record Suspension and Vital Statistics Clinic: 85 Queen Street, Dartmouth NS 902-454-5041 - Contact the John Howard Society of Nova Scotia for help applying for a record suspension or US Travel Waiver: - Provincial Office: 902-429-6429, jhsnse@jhsns.ca - Halifax Regional Office: 902-429-6429, hro@jhsns.ca - Central Regional Office: 902-843-4969, cro@jhsns.ca - Northeastern Regional Office: 902-396-1999, nero@jhsns.ca - Contact the Parole Board of Canada for information and to apply: 1-800-874-2652, suspension@pbc-clcc.gc.ca
WHAT ARE MY LEGAL RIGHTS AND PROTECTIONS? The <i>Nova Scotia Human Rights Act</i> does not provide employment protection for individuals convicted of, or charged with a criminal offence. Although the <i>Act</i> does not protect you from discrimination based on a criminal record, it does protect people in Nova Scotia from discrimination based on the following grounds : Age, race, colour, religion, creed, sex, sexual orientation, gender identity, gender expression, physical or mental disability, irrational fear of contracting an illness or disease, ethnic national or aboriginal origin, family status, marital status, source of income, political belief, affiliation or activity and an association with another individual or class of individuals covered under protected grounds.		CONSIDER FILING A HUMAN RIGHTS COMPLAINT IF YOU HAVE BEEN UNJUSTLY DISCRIMINATED AGAINST - Learn more about filing a complaint through the Nova Scotia Human Rights Commission: 902-424-4111, hrcinquiries@novascotia.ca - Usually, complaints must be filed within 6 or 12 months - Learn more about your employment rights from the Government of Nova Scotia's Labour, Skills and Immigration Department here - Obtain more information from the Legal Information Society of Nova Scotia here: 902-455-5135 or 1-800-665-9779 questions.legalinfo.org - Access resources from the Halifax Workers' Action Centre here
WHAT DOES THIS MEAN FOR ME? It is against the law for any employment agency to accept an inquiry in connection with employment from an employer or prospective employee that directly or indirectly expresses a limitation, specification, preference or invites information about one of the protected grounds. This means that a potential employer cannot ask questions which may lead to discrimination based only on the above-listed protected grounds. Employers can ask for a criminal record check before hiring you. A criminal record check will determine if you have been charged or convicted of a crime. A vulnerable sector check is a criminal record check plus a check to see if you have a record suspension or pardon for sexual offences.	AM I 'BONDABLE'? Employers may require you to be bondable before they hire you. The term "bondable" may have different meanings to different employers. Being bondable in the employment context is generally a question of insurance. It refers to the employer's ability to insure an individual against losses due to any kind of fraudulent behaviour. Ask the employer for clarification about what it means to be bondable if you are unsure. If you are bondable, your behaviour has been respectable and there is no reason to assume you will be a risk to the employer's insurer. You may not be bondable if you have a criminal record, if this is the case, to be deemed bondable you can obtain a record suspension or a pardon. Be sure you are eligible by completing all of your sentences, completing the waiting period, and paying all of your fines.	Produced by the National Associations Active in Criminal Justice with support from The Law Foundation of Nova Scotia. While financially supported by the LRS, the NAACJ is solely responsible for all content. ©2024 NAACJ-ANJC Social responsibility Responsible voices LAW FOUNDATION OF NOVA SCOTIA Please take a moment to complete this brief survey so that we may improve updated documents in the future, and measure the impact of this information for our funders. References John Howard Society of Southeastern New Brunswick, 2019, <i>For the Record: Exploring Criminal Records and Employment in New Brunswick</i>. John Howard Society of Ontario, 2016, <i>The Invisible Burden: Police Records and The Barriers to Employment in Toronto</i>.

We made strides on social media thanks in large part to our student placements, facilitated information sharing and discussion, shared input with federal government partners, and continued to build collective strength through our connections and dialogue. We did this and so much more thanks to the contributions of several students and volunteers who have helped us learn and grow in terms of our approach to communications and NAACJ's online presence.

Sincere thanks go to all of the members, Directors, Officers, students and volunteers for their tireless dedication to human rights and the rule of law, and their unwavering support to NAACJ and to me.

Susan Haines



HIGHLIGHTS 2023-2024

MEMBERSHIP

The Association was absolutely delighted to welcome three new member organizations to the membership this year!

The [Canadian Resource Centre for Victims of Crime](#) (CRCVC) and the [Youth Association for Academics, Athletics and Character Education](#) (Y.A.A.A.C.E.) joined as Full Member organizations, while the [Canadian Civil Liberties Association](#) joined as our newest Associate Member.



The CRCVC provides support and guidance to individual victims and their families in order to assist them in obtaining needed services and resources, and advances victims' rights by presenting the interests and perspectives of victims of crime to Government, at all levels. We also strive to foster heightened public awareness of victims' issues, conduct research in the field of victimology and promote exchanges between professionals at the local, provincial and national level.



YAAACE is a Black-led, Black-focused, and Black-serving organization providing culturally reflective programs and services to mitigate the opportunity gap for racialized and under-resourced communities.



CCLA fights for the civil liberties, human rights, and democratic freedoms of all people across Canada. Founded in 1964, it is an independent, national, nongovernmental organization, working in the courts, before legislative committees, in the classrooms, and in the streets, protecting the dignity and rights of people in Canada.

We continue to invite membership applications from diverse, equality-seeking groups that are eligible, in part through the promotion of this [Join NAACJ](#) flyer.

ADVOCACY

- Researching and promoting the *Federal Framework to Reduce Recidivism*, as well as developing [infographics](#) and information sheets on each pillar.
- Publishing and distributing bilingual information sheets about the employment rights of people with a criminal record in each Canadian jurisdiction. Access them [online here](#).
- Submitting a joint letter to the Minister of Public Safety about [Charter Values, the Rule of Law and the Purpose of Corrections](#)
- Making a written submission to the federal Finance Committee as part of the Federal Pre-Budget Consultation 2024
- Taking part in Imagine Canada's *Funding Reform Working Group* to contribute to the coalition's efforts to make the case for stable, adequate core funding in the sector.

This **#MandelaDay2023**, NAACJ and its members are reflecting on the aspects of Canadian corrections that require attention, remedy and redress. We recognize the tremendous power of humanity, dignity and justice as enshrined in the [Nelson Mandela Rules](#) to guide correctional operations and practice. **We call upon all levels of government to transform punitive approaches and implement the Rules in practice in order to improve the long-term health, safety, equity and vitality of our communities.** By upholding human rights and providing meaningful opportunities for release, we can exceed the standard minimum rules for the treatment of prisoners, reduce the costs of incarceration, and re-establish Canada as a global leader in human rights.

Learn more:
<https://www.unodc.org/unodc/en/justice-and-prison-reform/NMRules/nelson-mandela-international-day.html>

WE ARE
stronger
TOGETHER



ENGAGEMENT AND LEARNING

- Participating in the Fifteenth National Symposium *Re-Inventing Criminal Justice: Healing, Wellness and Criminal Justice* in Enoch Cree Nation, AB.
- Welcoming the Hon. Senator Kim Pate, along with her two policy staffers, to a Board of Directors meeting to discuss **Senate Bills S-212** (*An Act to amend the Criminal Records Act...*) and **S-230** (*An Act to amend the Corrections and Conditional Release Act; Providing Alternatives to Isolation and Ensuring Oversight and Remedies in the Correctional System Act [Tona's Law]*).

- Facilitating meetings among NAACJ, its members and Public Safety Canada officials.
- Supporting the annual meeting among NAACJ, its members and the Correctional Service of Canada (CSC), and hearing from the Commissioner of Corrections, Anne Kelly.
- Hearing from Ms. Kathy Neil, the first Assistant Commissioner of Aboriginal Corrections with CSC, about her ideas and vision as she moves forward in her new role.
- Discussing the Structured Intervention Units Implementation Advisory Panel's (SIU IAP) latest reports and recommendations, with the IAP Chair, Howard Sapers.
- Co-developing two resources in collaboration with CSC: a brochure to inform potential employers about the opportunity to support individuals seeking Work Release from federal custody; and, an information sheet about accessing community-based resources for people being released at their WED.
- Learning from Dr. Pamela Yates about the CORE MEMBER NEEDS AND STRENGTHS TOOL (CM-NAST), which was collaboratively developed by community-based service providers to support the assessment of individuals involved with CoSA
- Hosting optional bi-weekly “check-in and chat” meetings for NAACJ and its members to discuss emerging issues and topics of shared interest to the membership.



FINANCIAL SUMMARY 2023-2024

NATIONAL ASSOCIATIONS ACTIVE IN CRIMINAL JUSTICE

Statement of Revenue and Expenses

Year ended March 31, 2024, with comparative figures for 2023, unaudited

	Budget	2024	2023
Revenue			
Public Safety Canada grant (Note 5)	\$ 55,867	\$ 55,867	\$ 60,859
Membership fees	8,000	12,117	8,750
Project revenue (Schedule 1)	11,226	11,302	8,399
In-kind revenue (Note 6)	11,292	3,526	3,165
Interest income	-	379	192
	86,385	83,191	81,365
Expenses			
Bad debts	-	-	1,200
Bank charges and interest	-	279	70
Contract fees	1,200	129	1,130
In-kind expenses (Note 6)	11,292	2,734	1,846
Insurance	654	884	825
Meetings	4,000	2,339	228
Office	4,046	4,096	3,981
Professional fees	3,800	4,814	3,632
Project expenses (Schedule 1)	-	23,225	8,399
Salaries and wages	61,393	48,565	56,411
	86,385	87,065	77,722
(Deficiency) excess of revenue over expenses	\$ -	\$ (3,874)	\$ 3,643

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