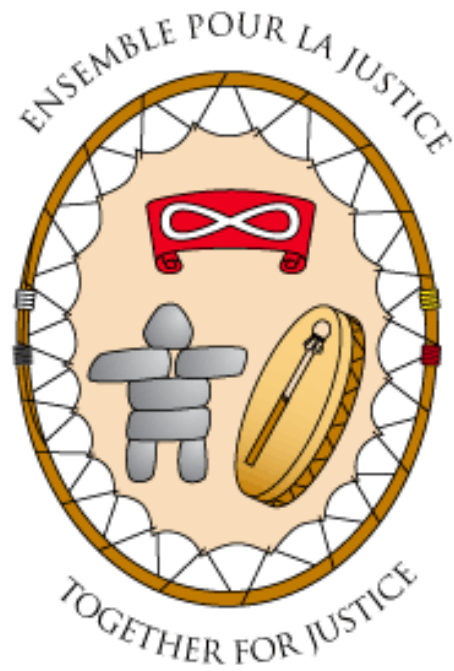


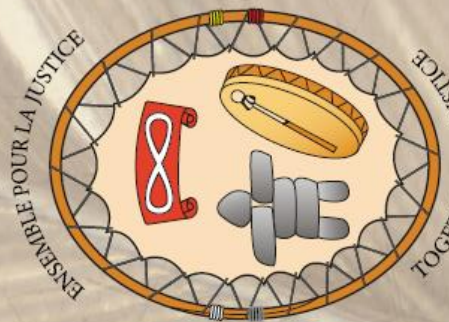
The Native Para-Judicial Services of Quebec



2018-2019 Annual Report



THE NATIVE PARA-JUDICIAL
SERVICES OF QUEBEC



Head Office

190 Chef Max Gros-Louis
Wendake, Québec G0A 4V0
Telephone: 418 847-2094
Fax: 418 847-5799
Web: www.spaq.qc.ca
Email: info@spaq.qc.ca



NATIVE COURTWORKERS

NORTH
Kuujuuaraapik Email and telephone
Kuujuuaraapik cwkuujuuaraapik@spaq.qc.ca 819 929-3336
Kuujuuaq cwkuujuuaq@spaq.qc.ca 819 964-2881
Kawawachikamach cpmatimekush@spaq.qc.ca 418-585-2686 / 1 844 413-3320
Matimekush
Chisasibi cwchisasibi@spaq.qc.ca 819 895-2126
Mistissini cwmistissini@spaq.qc.ca 418 923-2661

NORTHWEST

Timiskaming cwtemisc@spaq.qc.ca 819 723-2313
Val-d'Or cpvaldor@spaq.qc.ca 819 825-7549

SOUTHWEST

Kitigan Zibi cpmaniwaki@spaq.qc.ca 819 449-2638
Fort-Coulonge cpfortcoulonge@spaq.qc.ca 819 683-3493

SOUTH

Kahnawake cwkahnawake@spaq.qc.ca 450 638-5647, toll-free: 1 888 239-2999
Montréal cpmontreal@spaq.qc.ca 514 543-7903, collect calls: 514 543-7902

HAUTE-MAURICIE

La Tuque cpplatuque@spaq.qc.ca 819 523-2086

LAC-SAINT-JEAN

Mashteuiatsh cpmashteuiatsh@spaq.qc.ca 418 275-5878

EAST

Wendake cpwendake@spaq.qc.ca 418 847-2094
Listuguj cwlisuguj@spaq.qc.ca 418 788-5455

NORTH SHORE

Pessamit cpbetsiamites@spaq.qc.ca 418 567-4443
Uashat Mak Mani-Utenam cpseptiles@spaq.qc.ca 418 968-2118

NATIVE COMMUNITY OFFICER

LAC-SAINT-JEAN
Mashteuiatsh cpmashteuiatsh@spaq.qc.ca 418 275-5878

DETENTION CENTRES

Québec 418 622-7100
Trois-Rivières 1 866 292-6281
Montréal (Bordeaux) 514 336-7700 poste 2408
Laval (Leclerc) 450 664-1234
Saint-Jérôme 450 436-8144
Hull 819 772-3065
Baie-Comeau 418 294-8646
Amos 1 866 491-4221

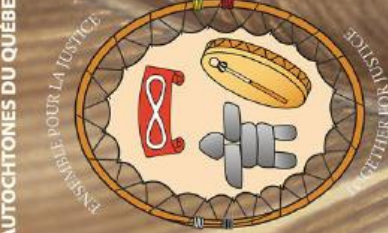
Contact The Native Para-Judicial Services office nearest you



TOGETHER FOR JUSTICE ADAPTED
TO ABORIGINAL PEOPLE

THE NATIVE PARA-JUDICIAL
SERVICES OF QUEBEC

LES SERVICES
PARAJUDICIAIRES
AUTOCHTONES DU QUÉBEC



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**THE NATIVE PARA-JUDICIAL
SERVICES OF QUEBEC**

2018-2019 Annual Report

Medicine Wheel

Large circle: represents the circle of life

Small circle ⊕: represents the 4 directions – North, South, East, West

The kingdoms are represented by:

Stone: mineral kingdom

Teeth, claws, skull: animal kingdom

Sweet grass or wood: plant kingdom

Sometimes accompanied by a turtle which represents the earth or a wolf for a clan

Small bag: contains the sacred medicines (used during ceremonies – bag for protection)

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MESSAGE FROM THE PRESIDENT



Self-confidence, self-discipline, leadership. These are fundamental values that *The Native Para-Judicial Services of Quebec* encourages in its courtworkers, native community officer, native support workers and coordinator of the help line. In partnership with the Departments of Justice Québec and of Canada, the Department of Public Safety and all of our stakeholders, we have offered our services, every year and for over 35 years, with excellent knowledge of the criminal justice system.

Our programs offer Aboriginal people support that is culturally safe and relevant in the area of justice in Québec. They meet the needs of all Aboriginal people regardless of their level of involvement. Whether it's to participate in a parole hearing, accompany a victim during a disclosure or adequately informing the client of the judicial process, no one can deny our expertise and effectiveness. I am proud of the work accomplished once again this year by all of our personnel.

In 2018-2019, we saw the implementation of new programs in the provincial detention centres and the expansion of our mandate with the addition of services provided by our elders. What a great success! The confidence of the provincial government and of our local partners is undeniable and stimulates the growth of our mission.

I would like to acknowledge this invaluable confidence and to thank the members of the board of directors for their continued support. My sincere gratitude also goes out to all the personnel of *The Native Para-Judicial Services of Quebec* who, together and conscientiously, make a difference for all the Aboriginal people year after year.

I am honored to preside over this amazing organization.

United for justice,

A handwritten signature in black ink, appearing to read 'Louis Bastien'.

Louis Bastien
President

FINANCIAL STATEMENTS

THE NATIVE PARA-JUDICIAL
SERVICES OF QUEBEC

FINANCIAL STATEMENTS AS OF MARCH 31, 2019

FOR THE YEAR ENDED
MARCH 31, 2019

THE NATIVE PARA-JUDICIAL SERVICES OF QUEBEC

FOR THE YEAR ENDED
MARCH 31, 2019

	2019	2018
	\$	\$
REVENUES		
Ministère de la Justice du Québec	1,454,976	1,361,990
Ministère de la Sécurité publique du Québec	368,721	112,564
Department of Justice Canada	112,046	60,000
Others	3,322	8,892
	1,939,065	1,543,446
Deferred revenues, beginning of year	136,645	118,100
	2,075,710	1,661,546
Deferred revenues, end of year	195,894	136,645
	1,879,816	1,524,901
EXPENSES		
Salaries and employee benefits	1,267,149	1,127,808
Rent	76,727	73,920
Maintenance and repairs	14,747	19,978
Insurance	22,825	22,236
Consulting and professional fees	43,440	10,795
Auditing fees	7,133	6,852
Annual general meeting	28,904	17,751
Travelling, meals and lodging expenses, rent and arrangement of meeting rooms	288,668	173,220
Training fees	2,067	2,592
Telecommunications	33,885	31,076
Advertising and entertainment	10,000	9,347
Office supplies and expenses	21,529	15,478
Translation expenses	5,920	-
Interest on bank loan	-	69
Bank charges	1,605	1,490
Miscellaneous	1,467	979
	1,826,066	1,513,591
EXCESS OF REVENUES OVER EXPENSES BEFORE AMORTIZATION	53,750	11,310
Tangible capital assets amortization	9,569	9,125
EXCESS OF REVENUES OVER EXPENSES	44,181	2,185

2018-2019 PROGRAMS



PROFIL OF OUR CORPORATION

The Federal government launched the Native Para-Judicial Services program in 1978 under contribution agreements with participating provincial governments.

In the three territories, federal financial support is provided under the Access to Justice Service Agreements. These agreements allow the Federal government to offer criminal and civil legal aid, Indigenous Courtworker and Public Legal Education and Information.

The Native Para-Judicial Services of Quebec (NPJSQ), through services offered under its Native Courtworkers program, intend to minimize all difficulties encountered by Natives involved in the criminal justice system.

Main program since the creation of the NPJSQ, Native Courtworkers are located in seventeen points of service within the vast province of Quebec. For over 35 years, they have assisted members of their communities involved in the criminal justice system with helping them understand how the system works, its implications and to make them aware of their responsibilities and their rights with regard to the process in which they find themselves. Through their involvement, the Native Courtworkers ensure that the Native individuals charged with an offence receive fair and equal treatment throughout the whole legal process.

The Native Courtworkers provide information to all those involved in the justice system on the characteristics, customs and specific values of the different First Nation communities, of the Inuit and the Métis so that they take that into account during the proceedings involving a member from one of these communities.

The Native Courtworkers serve mainly the criminal division of the Court of Quebec, Youth Court, Tribal Courts, and Municipal Court upon request.

In addition to this special attention for Native individuals charged with an offence, the Native Courtworkers offer their services to victims and to witnesses of crimes.

The Native Courtworkers participate, with the cooperation of the communities who so wish, in developing community initiatives with the objective of increasing the participation of community members in the administration of justice and improving judicial services within their communities.

Over the years, we have diversified our services to answer the needs of our clients and always with a concern for offering culturally appropriate and relevant services.

2018-2019 Highlights – The Native Courtworkers

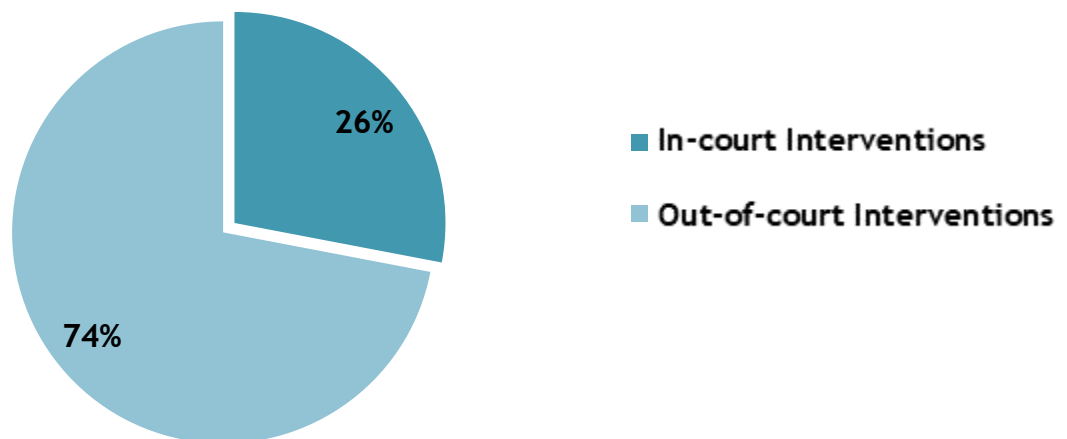
Always at the center of all of our actions, the Native Courtworkers program continues to be essential for all of the communities that we serve and year after year our statistics prove it. The team of the Native Courtworkers served 4,868 Native clients in 2018-2019. Our team work has a major impact on our population and it must be constantly targeted and improved to contribute in lowering the crime rate.

This year, we had 5,488 clients. The team of the Native Courtworkers served 4,868 offenders, which represents 89 % of clients. Only 1.6 % of these are victims or witness and 9.7 % represents the other clients who are mostly family members of clients looking for information related to the justice system.

5488 CLIENTS	2018-2019	MEN	WOMEN	TEENS
ACCUSED	4868	3361	1286	221
VICTIMS	68	29	37	2
FAMILIES	58	11	45	1
WITNESSES	20	10	10	0
OTHERS	474	284	184	6

The Native Courtworkers also provided more than 24,000 services according to the following breakdown:

2018-2019 Native Courtworker Services



In 2018-2019, all of the Native Courtworkers displayed professionalism and diversity and added new skills to their area of expertise to answer the increasing needs of our clients and the development of our corporation.



TRAINING

To support our personnel and maintain the quality of services offered to community members involved in criminal justice proceedings, all of the Native Courtworkers participated in two training sessions during this year.

The first one, the Amishk project, was held in Wendake in January of 2019 and dealt with themes selected by the Courtworkers: effective time management and achieving balance, overcoming barriers and professionalization of services, offering technical support to Courtworkers to better meet the needs of the clients, a workshop on Gladue reports, etc. Always popular and appreciated by our team, this training session met the needs of each and every one and allowed them to experience a shared motivating moment.

The second skills development event was at the national meeting in Ottawa in March 2019 with all of the main workers of the National Courtworker Program. Some of the grand themes discussed were: the application of the Gladue case to inquiries related to conditional release, the collaborative work with the judicial actors and the update of the roles and responsibilities of the Native Courtworkers across Canada. This meeting also allowed us to celebrate the 40th anniversary of the National Native Courtworkers Program and to highlight the program workers in the field, the Native Courtworkers. Also, specific training was provided to new Courtworkers according to employee turnover throughout the year. In 2018-2019, two training sessions were held for new Courtworkers assigned to the region of Wendake and Mistassini. These trainings were to introduce the workers to adult and youth criminal process.

The implementation of the Native Courtworkers program is made possible through financial contributions from the Justice department at both government levels. As for the training in 2018-2019, they were funded entirely through Justice Canada initiatives.



NATIVE COMMUNITY OFFICERS PROGRAM

The very first services provided by the Native community officers program began in November of 2007 in the communities of Mashteuiatsh and Obedjiwan. The goal of this program was to facilitate the smooth social reintegration of Native offenders under a probation order including surveillance, a conditional sentencing order, or on conditional release. To qualify for this program, the Native offender must be mobilized and interested in actively participating in a positive social reintegration into their community.

In order to carry out this mandate adequately, two employees were trained, Mr. Stéphane Duchesne and Mr. Pierre Lainé who will intervene as a replacement if necessary. During the year, the average work load per correctional measure represents approximately 93.2% of probation cases and 6.8% of suspended sentences. During this period, 44 new files were transferred to the Native community officer for a total of 562 registrations.

This initiative is funded by the Ministry of Public Safety of Quebec.



GLADUE REPORTS

Since 2014, NPJSQ has developed an important expertise within the present justice system with the writing of Gladue reports for Native offenders. To date, 11 employees are qualified and certified to be Gladue report writers and five more are in training. All are under the supervision of a senior coordinator who is working hard to develop the skills of the team and to perfect the knowledge of the criminal justice stakeholders and lawyers. As for the relevance of these reports, they are of great importance for all Native people with regard to determining sentencing.

To meet the challenges regarding Gladue report writing in certain communities, we can rely on the Makivik Corporation which is responsible for writing these reports for the Inuit communities and the Cree Regional Authority for the Cree nation. This alternative choice has produced a significant decline in complaints from the judicial stakeholders with regard to these reports.

Obviously, this new portion of our mandate is not without challenges: the delays in receiving requests for a report, their revision or correction, the major emotional challenge of hearing the accused share their stories and more. On the other hand, and paradoxically, this concept is important and continues to capture the interest of the Native Courtworkers, and reinforces their feelings of empathy towards their peers involved in the justice system. The writing of these reports is often long and emotionally charged; the writers live with this situation with great respect.

In 2018-2019, the corporation was responsible for producing 79 Gladue reports and the demand for this type of report increases yearly.



PROGRAM FOR VICTIMS OF POLICE ABUSE

Once again this year, several Native individuals complained of police abuse. The number of complaints seems to have decreased but it is far from that. We are able to note from the numerous calls that racial profiling and police harassment are becoming more subtle and harder to detect. It appears obvious that the alleged acts are increasingly based on the distinctive identity of Indigenous people who claim that they are victims of profiling.

Also, the victims fear filing a complaint; the Native people do not want to suffer pressure from other police officers. This fear is ever-present in the confessions heard in the telephone calls, conversations that are sometimes difficult to hear. This year, some complaints came from incarcerated individuals with regard to poor treatment although the *Bureau des enquêtes indépendantes* does not handle this type of complaint.

Our observations and actions have unfortunately enabled us to identify a typical profile of a clientele that is susceptible of being a victim of abuse:

- Be female
- Be single, separated or divorced
- Be Indigenous
- Live in poverty
- Have a low level of education

Our workers across the province are working on creating awareness with the victims and support the *Bureau des enquêtes indépendantes* during meetings, appointment reminders, provide interpretation services in Native languages and accompany the victim in the proceedings to ensure that they feel safe and to make the process practical.

Our services are confidential, structured and culturally relevant. They are essential and it is with empathetic commitment that we pursue our mandate.

The RESULTS of the 1 888 844-2094 help line

2018-2019 in statistics

	Calls Women		Calls Men		Calls SPVM	
	Calls received	Calls made	Calls received	Calls made	Calls received	Calls made
TOTAL	28	16	17	10	18	3

	Complaints Women	Complaints Men	Complaints sent SPVM		Contacts	
	Calls received	Calls received	Women	Men	Received	Made
TOTAL	0	6	0	6	13	21

Calls made: Follow-up calls, returned calls

SPVM: Calls made also include emails



NEW PROGRAM FOR THE SOCIAL REINTEGRATION OF OFFENDERS

2018-2019 marked an essential and structured addition to our mandate and our mission. In fact, we now offer support services to Native individuals held in provincial detention centres. Our corporation is very proud of this accomplishment.

This program involves offering support services to Native people convicted and sentenced to a prison term and fostering the start of the rehabilitation or healing process with a culturally adapted approach. The duties of this program are complete, transversal and pleasantly well received by the clients who are often neglected. These services are dispensed in the following centres:

- Baie-Comeau Detention Centre
- Québec Detention Centre
- Trois-Rivières Detention Centre
- Montréal (Bordeaux) Detention Centre
- Saint-Jérôme Detention Centre
- Laval Detention Centre (Leclerc de Laval)
- Hull Detention Centre
- Amos Detention Centre



ANOTHER ADDITION: SOCIAL REINTEGRATION/VISIT FROM ELDERS PROGRAM

Also new for 2018-2019, this program stems directly from the implementation of the government's action plan for the social and cultural development of First Nations and Inuit under the responsibility of the Corrections Branch of the Ministry of Public Safety.

The main objective of this program is to expand the service offer for the Native clientele in detention centres by providing a culturally adapted approach susceptible of increasing effectiveness. It also fosters collaborative action with the First Nation communities with their participation in the social reintegration of Native inmates.

An undeniable cultural contribution, this program allows for group or individual sharing sessions with the elders, the sharing of a traditional meal and when possible traditional teachings, ceremonies and cultural or spiritual activities. It is clear that this program meets a desperate need for the Native inmates and by extension encourages the preservation or reclaiming of the foundations of their Native cultural identity and moreover the fostering of an openness to change and to start the rehabilitation and or healing process. There is no question that this initiative will help reduce the overrepresentation of Natives in the prison system.

Elder visits occur monthly in ten detention centres.



LET'S TALK ABOUT HUMAN RESOURCES

On March 31st, 2019, the average seniority rate of the Native Courtworkers was 12.5 years of service. Our corporation can rely on employees who are loyal, involved and devoted. As in the past, we have without a doubt an impressive collective memory which is the strength behind the services which we offer and which completes the mandates entrusted to us.

EMPLOYEES SENIORITY	NUMBER
Less than 1 year	2
1 to 5 years	9
6 to 10 years	0
11 to 15 years	2
16 to 20 years	0
21 to 25 years	0
More than 25 years	7

Congratulations to everyone for all the good and loyal services during these years of which Mrs. Sharon McBride, Coordinator for Gladue report writing and Mrs. Marcelle Thibaudeau, Executive Director both have 30 years of services. We hope that we can rely on their professionalism and devotion for many more to maintain the excellent services to our clientele.

TOGETHER FOR JUSTICE.

Marcelle Thibaudeau
Executive Director

2019-2020 ACTION PLAN



GENERAL OBJECTIVES

- Maintain the Native Courtworkers program in acquired regions and increase its growth in others and in communities such as Maria, Manawan and Amos/Senneterre;
- Expand our services with our partners on specific themes (Justice Outreach centre, alternative measures program for adults, alternative justice program and youth protection services);
- Continue to work with the governments involved on the prescribed work contained in the Truth and Reconciliation Commission report to eliminate the overrepresentation of Indigenous youth in detention and establish realistic community sanctions that will offer alternative measures to incarcerating Indigenous offenders, to provide adequate and secure funding for this purpose and to target the underlying causes of criminal behavior;
- Increase the number of Gladue Report writers and increase awareness among the stakeholders in the justice system with regard to our expertise and credibility;
- Provide additional training to the Native Courtworkers who are Gladue report writers to reduce the incarceration rate of Indigenous people.

More specifically:

1. Foster the development of the organization

- Continue to network to the fullest with the other provinces who deliver the Native Courtworkers program;
- Establish new relationships and renew existing ones with the various departments at both levels of government and with partners in the justice system and in the communities;
 - Increase the number of first line workers and services;
 - Collaborate to offer fair job conditions and salaries;
- Promote the Native Courtworkers program within the justice system.

2. Offer training and promote our services

- Provide an annual training session to all Quebec Native Courtworkers with regard to youth protection in order to offer quality and effective services;
- Provide support to the personnel involved in new programs and services offered by the corporation;
- Promote the quality, professionalism and need for our services with the partners, Native communities and Native population through strategic digital marketing.

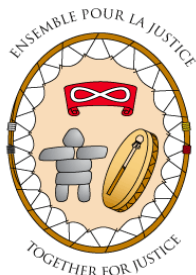
3. Have recourse to promising and innovative practices

- Coordinate and improve victim support services to better assist victims during the filing of a complaint towards a police officer process as mandated by the Department of Public Safety;
- Offer support services to Aboriginal offenders in detention centres, along with the Department of Public Safety and the elders' services, and structure the service offer and train the concerned interveners;
- Establish new relations and renew existing relations with the state, duty counsel, legal aid, the police and other programs offered to the Aboriginal clientele of Quebec.

4. Specific objectives of the Native community officers

- Promote the interests of *The Native Para-Judicial Services of Quebec* to the various regional directorates of Quebec Correctional services and negotiate service agreements to implement the program in additional communities.

LIST OF BOARD OF DIRECTOR'S MEMBERS



THE NATIVE PARA-JUDICIAL SERVICES OF QUEBEC

We have the pleasure to introduce you to the Executive Committee that has been elected at our 38th Annual Meeting:

Mr. Louis Bastien, President

Mr. Jean Jolicoeur, Vice-President

Mrs. Pierrette St-Onge, Secretary-Treasurer

In addition, we are pleased to introduce you to the 2019-2020 Board of Director's members.

LIST OF BOARD OF DIRECTOR'S MEMBERS

MR. LOUIS BASTIEN	PRESIDENT	HURONNE-WENDAT NATION COUNCIL
MR. JEAN JOLICOEUR	VICE-PRESIDENT	NATIVE ALLIANCE OF QUEBEC
MRS. PIERRETTE ST-ONGE	SECRETARY-TREASURER	MAMUITUN TRIBAL COUNCIL
MRS. LUCY KUMARLUK	MEMBER	KATIVIK REGIONAL GOVERNMENT
MR. FRANKIE CÔTÉ	MEMBER	ALGONQUIN ANISHINABEG NATION
MR. DONALD NICHOLLS	MEMBER	THE GRAND COUNCIL OF THE CREES / CREE REGIONAL AUTHORITY
MR. AURÈLE DUBÉ	MEMBER	ATIKAMEKW NATION COUNCIL
MRS. VIVIANE MICHEL	MEMBER	QUEBEC NATIVE WOMEN INC.
MR. GEORGE MARTIN	MEMBER	LISTUGUJ MI'GMAQ GOVERNMENT

Indigenous Courtwork Program National Gathering Evaluation

Ottawa Marriott Hotel, March 2019

NATIONAL GATHERING

The 2019 National Gathering provided approximately 300 participants from 7 provinces and 3 territories with two days of keynote speakers, panels, 9 breakout sessions, and a Gala evening with awards and Indigenous entertainment.



The evaluation was prepared by the host of the event, the Odawa Native Friendship Centre.

Gathering participants were asked to complete an evaluation rating aspects of each breakout session. A general survey was also provided that evaluated other elements of the gathering.

Results of the evaluation were overwhelmingly positive.

COMMENTS



"This conference was amazing. Hope to be at many more and to learn from many strong and amazing people."

"Great venue, convenient, accommodating for breakout sessions."

"Very well organized. Information provided by each speaker was relevant for communities, clients and courtworkers."



"Eye opener- awesome tools and models"

"Want more, and proud to be part of the courtworkers' family to help our people."

RECOMMENDATIONS

Provide more time to speak on the subject matters.

More province specific information/ workshops.

Provide translating devices at the door.

Provide copies of presentations and handouts.

Diversify topics for future events.

Provide additional information on breakout session topics.

Information: Odawa Native Friendship Centre Evaluation Report, May 2019

