

# Reducing the Risk of Lethal Violence

Collaboration in Threat Assessment &  
Risk Management: From Theory to Practice

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**Hamilton Convention Centre, Hamilton, ON**

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safety planning  
risk reduction  
innovation  
public education  
understand



# Reducing the Risk of Lethal Violence

## Funded by:

Ontario Women's Directorate, Province of Ontario

## Host:

Centre for Research & Education on Violence against Women and Children, Faculty of Education, University of Western Ontario

## Advisory Committee:

**Clare Freeman**, Former Chair of the Domestic Violence Advisory Council, Executive Director, Interval House, Hamilton, Ontario

**Deborah Sinclair**, Former member, Domestic Violence Advisory Council, Member, Domestic Violence Death Review Committee, Social Worker/ Consultant, Toronto

**Mark Holmes**, Former member, Domestic Violence Advisory Council, Program Coordinator, New Directions, Catholic Family Services Ottawa

**Sean Tout**, Staff Sergeant, Project Manager, Executive Office Research and Planning, Waterloo Regional Police Service, former member of the Domestic Violence Advisory Committee

**Norine Nathanson**, Crown Counsel, Provincial Co-Lead, Domestic Violence Court Program, Criminal Law Policy Branch, Ministry of the Attorney General

**Johanne Ouimette**, Consultant on issues of VAW & Delegate, Action ontarienne contre la violence faite aux femmes

**Gaëtane Pharand**, Former member of the Domestic Violence Advisory Council, Director of Centre Victoria pour femmes & Member/delegate, Action ontarienne contre la violence faite aux femmes

**Tracey Foreman**, Ministry Lead, Corrections Domestic Violence Management & Operational Support Branch, Ministry of Community Safety and Correctional Services

## Purpose:

"An effective response to domestic violence requires not only well-informed individual interventions, but also coordination of services by different professionals involved with family members."<sup>1</sup>

"Threat assessment and risk management can be better achieved when different individuals who intersect with clients at separate points are able to put risk factors together to form a complete picture."<sup>2</sup>

Case reviews by the Domestic Violence Death Review Committee consistently show that cross-sectoral collaboration can increase the effectiveness of responses to high risk situations. Other research on intervention strategies has validated that threat assessment and risk management is most successful when professionals within the justice system and community services who interact with clients at distinct times and in distinct settings work together.<sup>3</sup>

In Ontario we have begun to establish teams focused on providing an appropriate response to high-risk cases of spousal violence. They are involved in developing comprehensive safety plans and risk management strategies with the parties involved, ensuring appropriate monitoring and an ongoing evaluation of the level of risk.

This conference is an opportunity for partners from the justice sector and from community-based services to come together to discuss the challenges and benefits of cross-sectoral collaboration and to build stronger relationships. Strong working relationships provide the foundation for collaboration, thereby increasing the effectiveness of our responses to high risk cases of woman abuse/domestic violence.

<sup>1</sup>Domestic Violence Death Review Committee. *Domestic Violence Death Review Committee Annual Report to the Chief Coroner, 2005*. Office of the Chief Coroner of Ontario. (2005). 21.

<sup>2</sup>Transforming our Communities Report from the Domestic Violence Advisory Council for the Minister Responsible for Women's Issues, (2009). 92.

<sup>3</sup>Gondolf, E. W. (2002). *Batterer Intervention Systems: Issues, Outcomes, and Recommendations*, Thousand Oaks, CA: Sage Publications

## Sunday, February 7, 2010 - Sheraton Hotel

**7:00 p.m. – 8:30 p.m.**

### Registration and Networking Reception

South/West Ballroom 2nd floor (above the lobby) of the Sheraton Hamilton Hotel, 116 King St. West, Hamilton, ON. The hotel adjoins the Convention Centre.

Seating will be assigned and changed for each half-day to mix the sectors and jurisdictions. On the final half-day people from the same jurisdiction will be seated at the same table to facilitate discussions about local processes.

Entertainment provided by D J Moons (sponsored by CREVAWC)

## Monday, February 8, 2010 - Hamilton Convention Centre - Chedoke A

**7:30 a.m. – 8:30 a.m.**

### Registration and Continental Breakfast

**8:30 a.m. – 8:45 a.m.**

### Opening Ceremony – Elders from Six Nations

**8:45 a.m. – 9:00 a.m.**

### Welcome and Greetings

**The Honourable Chris Bentley**, Attorney General

**Chief Glenn DeKaire**, Hamilton Police Service

## Confronting the Challenges in the Change Process: Naming the Problems

**9:00 a.m. – 10:30 a.m.**

### Opening Plenary

#### Co-chairs

**Mark Holmes**, Former member, Domestic Violence Advisory Council, Program Co-ordinator, New Directions – Catholic Family Services Ottawa

**Deborah Sinclair**, Former member, Domestic Violence Advisory Council, Member, Domestic Violence Death Review Committee, Social Worker/Consultant, Toronto

Introduce Domestic Violence Death Review Committee and Domestic Violence Advisory Council reports and recommendations



**Jacquelyn Campbell**, Associate Dean for Faculty Affairs/Professor,  
Johns Hopkins University

An overview of challenges for justice and community partners in working collaboratively on risk assessment

**Chris Kiriakopoulos**, Sexual Assault Unit, Victims of Crime Branch, Hamilton Police  
Challenges for Police in collaborating on risk assessment

**Teresa Donnelly**, Assistant Crown Attorney, Huron County  
Challenges for Crowns in collaborating on risk assessment

**10:30 a.m. – 10:50 a.m.**

**Break**

**10:50 a.m. – 12 noon**

**Small Group Discussion & Large Group Report on Challenges: Confidentiality and Information Sharing**

Discuss real and perceived problems such as information sharing and access to resources and report back

**12 noon – 1:30 p.m.**

**Lunch & Luncheon Address**

***No Private Matter: Protecting Women & Children Living with Domestic Violence***

**Mary Ellen Turpel-Lafond**, B.C.'s first Representative for Children and Youth in November 2006. The Representative is an Independent Officer of the Legislature.

Ms. Turpel-Lafond authored the report on the death of six-year-old Christian Lee who died along with his mother and three other members of his family in a murder/suicide committed by his father Peter Lee.

## **Recognizing the Opportunities for Effective Collaboration: Identifying Solutions**

**1:30 p.m. – 3:00 p.m.**

**Co-chairs**

**Afternoon Plenary**

**Mark Holmes**, Former member, Domestic Violence Advisory Council, Program Co-ordinator, New Directions – Catholic Family Services Ottawa

**Deborah Sinclair**, Former member, Domestic Violence Advisory Council, Member, Domestic Violence Death Review Committee, Social Worker/Consultant, Toronto

Introduction to the discussion

**Debra Heaton**, Behavioural Sciences Section, Ontario Provincial Police  
Understanding tools for threat assessment/risk management

**Marco Visentini**, Legal Counsel, Hamilton Police Service  
Resolving the conflict between confidentiality and information sharing

**Pam Mank**, Director, Waterloo Family Violence Project

**Paul Lobsinger**, Domestic Violence Unit, Waterloo Regional Police.  
Resolving the conflict between confidentiality and information sharing

**Maureen Reid**, Manager, The Children's Aid Society of London & Middlesex  
Sharing information and collaborating to keep children safe

**3:00 p.m. – 3:20 p.m.**

**Break**

**3:20 p.m. – 4:30 p.m.**

**Small Group Discussion & Large Group Report**

Discuss practical solutions to address the barriers discussed in the morning or that you have encountered in your own community

**4:30 p.m. – 6:00 p.m.**

**Cash Bar** Entertainment provided by Corner Pocket (sponsored by CREVAWC)

**6:00 p.m. – 7:00 p.m.**

**Dinner**

**7:00 p.m. – 7:45 p.m.**

**Representatives from the Sisters in Spirit Campaign**

Risks for Aboriginal Women

**7:45 p.m. – 8:30 p.m.**

**Holly Johnson**, Associate Professor & Senior Research Associate, Department of Criminology and Institute for the Prevention of Crime, University of Ottawa

**Mohammed Baobaid**, Executive Director, Muslim Family Resource Centre for Social Support and Integration

The Intersection of Risk & Vulnerabilities




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## Tuesday, February 9, 2010 - Hamilton Convention Centre - Chedoke A

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### Promising Practices in Ontario: Taking Them Back to Our Communities

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**8:00 a.m. – 8:45 a.m.**

**Continental Breakfast**

**8:45 a.m. – 9:00 a.m.**

**The Honourable Laurel Broten**, Minister of Children and Youth Services and Minister Responsible for Women's Issues

**9:00 a.m. – 10:30 a.m.**

**Plenary**

**Chair**

**Clare Freeman**, Former Chair of the Domestic Violence Advisory Council, Executive Director, Interval House, Hamilton, Ontario

**Hamilton High Risk Team**

**Chris Kiriakopoulos**, Sexual Assault Unit, Victims of Crime Branch, Hamilton Police

**Susan Double**, Acting Administrator, Victim Services, Hamilton Police Service

**Terry McGurk**, St Joseph's Heath Care/ COAST

**Mary Jo Calvert**, Manager of Intake Services, Children's Aid Society of Hamilton

A model program

**Waterloo Family Violence Project**

**Paul Lobsinger**, Domestic Violence Unit, Waterloo Regional Police Service

**Kathryn Black**, Sergeant, Domestic Violence Unit, Waterloo Regional Police Service

**Pam Mank**, Director, Waterloo Family Violence Project

**Teresa Donnelly**, Assistant Crown Attorney, Huron County

A model program

**Belleville**

**Lorie Baird**, Victim Witness Services Worker, Belleville Victim Witness Assistance Program

**Cathy Gaebel**, Victim Witness Services Worker, Belleville Victim Witness Assistance Program

A model program

**10:30 a.m. – 10:50 a.m.**

**Break**

**10:50 a.m. – noon**

**Small Group Discussion on Developing an Action Plan for your Jurisdiction & Large Group Reporting**

**12 noon – 1:00 p.m.**

**Closing Luncheon**

**1:00 p.m. – 1:10 p.m.**

**Conference Evaluation**

**1:10 p.m. – 1:20 p.m.**

**Clare Freeman**, Former Chair of the Domestic Violence Advisory Council, Executive Director, Interval House, Hamilton, Ontario  
Closing Reflections

**1:20 p.m. – 1:30 p.m.**

**Peter Jaffe**, Academic Director, Centre for Research & Education on Violence against Women & Children, Faculty of Education, University of Western Ontario, Member, Ontario Domestic Violence Death Review Committee

**Barb MacQuarrie**, Community Director, Centre for Research & Education on Violence against Women & Children, Faculty of Education, University of Western Ontario, Member, Domestic Violence Advisory Council

Wrap-up & Next Steps

## Reducing the Risk of Lethal Violence

# Biographies

### **BAIRD, LORI**

Lorie Baird is a Victim Witness Services Worker at the Victim Witness Assistance Program in Belleville. She has worked in this capacity for two years. Before joining VVAP, Ms. Baird worked as a member of the Outreach Team for Three Oaks Foundation, Belleville's shelter for women and children and previously worked as a House Counsellor. During her tenure with Three Oaks Foundation, Lorie attended the Domestic Violence Court on a weekly basis to meet women at court, offering services and support. Since joining VVAP, Ms. Baird has provided services on all HART cases, coordinates the bi-weekly HART schedule and has made varied and numerous contributions to improving the HART process.

### **BAOBAID, MOHAMMED**

Mohammed Baobaid, PhD, earned his doctoral degree from the institute of Psychology at the University of Erlangen Nurnberg in Germany. He is the founder of the Muslim Family Safety Project that addresses Domestic Violence in the Muslim community of London Ontario. Dr. Baobaid is currently the Executive Director of the Muslim Resource Centre for Social Support and Integration. He is also a research associate at the Centre for Research & Education on Violence against Women and Children at the University of Western Ontario. His research areas include cross-cultural perspectives on preventing domestic violence in Muslim and Arab Communities. In addition, he has trained mainstream service providers about working with Muslim families affected by domestic violence. Dr. Baobaid was the second recipient of Every Day Hero Award of the Centre for Research & Education on Violence against Women and Children. He is also on the list of the most 500 influential Muslims that was published in a book by the Royal Islamic Strategic Studies Centre in Jordan and the Prince Alwaleed Bin Talal Center for Muslim-Christian Understanding at Georgetown University.

### **BLACK, KATHRYN**

Kathryn Black is a Sergeant in the Waterloo Regional Police Service Domestic Violence Investigation Branch. She has been an officer for 17 years and has worked in a variety of areas including patrol, Communications, Research and Planning, and Quality Assurance. She is on the Critical Incident Team for Waterloo Regional Police Service.

As a Sergeant in the Domestic Violence Investigation Branch, Kathryn supervises a platoon of seven investigators. She has taken a key leadership role in the successful development and implementation of the collaborative model. Kathryn is the co-chair of the Waterloo Region High Risk Case Review Team. Kathryn enjoys working with the other community agencies within the Family Violence Project to proactively address issues of family violence. She recognizes that the entire community has a role to play in eliminating domestic violence.

### **CALVERT, MARY JO**

Mary Jo Calvert has worked at the Children's Aid Society of Hamilton for the past 20 years. She has worked as a child protection investigator and is currently the Manager of Intake Services. In her capacity at the CAS, Mary Jo has collaborated with both the Violence Against Women services as well as the Men's Anti violence service providers in an attempt to increase safety for children and women receiving child welfare services.

### **CAMPBELL, JACQUELINE**

Jacquelyn Campbell is the Anna D. Wolf Chair and a Professor in the Johns Hopkins University School of Nursing with a joint appointment in the Bloomberg School of Public Health. She has been conducting advocacy policy work and research in the area of violence against women since 1980 and has published more than 200 articles and seven books. Dr. Campbell has been PI on 10 major US governmental research grants and Co-Chaired the Steering Committee for the WHO Multi-country Study on Violence Against Women and Women's Health as well as consulting on several major research projects related to domestic violence in Canada. She is an elected member of the Institute of Medicine and the American Academy of Nursing and is President of the Board of Directors of the Family Violence Prevention Fund. She also was a member of the congressionally appointed US Department of Defense Task Force on Domestic Violence and served on the Board of Directors of the House of Ruth Battered Women's Shelter and three other shelters.

### **DONNELLY, TERESA**

Teresa Donnelly has been an Assistant Crown Attorney in the County of Huron since 2008. Prior to that, she was an Assistant Crown Attorney in the Region of Waterloo for 14 years. Teresa specializes in Domestic Violence and Sexual Assault prosecutions. Her passions are protecting women and children. In 2006, Teresa Donnelly became the first Crown at the Family Violence Project in Waterloo Region where Justice Partners and Community agencies work closely to ensure that victims have a voice and that their needs are met promptly, thoroughly and with respect. Teresa was a member of the High Risk Team in the Region of Waterloo and is a member of the High Risk Team (H.A.R.R.T.) in Huron County.

### **DOUBLE, SUSAN**

Susan Double graduated from McMaster University with a B.A. in Sociology. Upon graduation she was employed with the Ontario Government in a variety of positions including Youth Correctional Officer, Probation Officer for young offenders and Client Service Representative with the Ontario Disability office. She has been working with victims of crime for 12 years. From 1997-2004 she was the Assistant Coordinator and Acting Manager of the Ministry of Attorney General's Victim/Witness Assistance Program in Hamilton. Since 2004 she has been the Coordinator and recently the Acting Administrator of the Victim Services Branch of the Hamilton Police Service. Her position entails a dual role of administration and front line crisis response responding to victims of crime and tragedy.

### **FOREMAN, TRACEY**

Following roles in several community-based facilities, including Addictions Specialist and Clinical and Support Staff Supervisor at the Stonehenge Therapeutic Community in Guelph, Ontario, Tracey Foreman joined the Ministry in 1990 as a Clinical Social Worker II at the Guelph Correctional Centre. She served in subsequent clinical roles at the Wellington Detention Centre, Sarnia and Chatham Jails before advancing to the position of Deputy Superintendent at the Sarnia Jail.

Since then, she has honed skills in change management, consensus building and policy/program development and implementation as a Project Manager at local, regional and corporate levels, including postings with the Office of the Assistant Deputy Minister, Adult Community Corrections.

Since 2005, Tracey has led the Corrections response to the government's Domestic Violence Action Plan, and serves as Domestic Violence Inter-Ministerial Coordinator, developing and implementing strategies addressing domestic violence initiatives while ensuring Corrections' policy and programs are integrated with broader governmental priorities of public safety and violence, leading special projects, and representing the Ministry on interministerial, intergovernmental and stakeholder committees, work groups and task forces.

### **FREEMAN, CLARE**

As a therapist, educator and advocate Clare Freeman has worked with and for children and female sexual assault and woman abuse survivors for the past 17 years in both residential and counseling settings. Currently, Clare is the executive director for Interval House of Hamilton, a women's shelter and outreach service for abused women and children and is a member of Hamilton's High Risk team. She is the past chair of the Provincial Domestic Violence Advisory Council to Minister of Women's issues and Ministry of Child and Youth Services.

She holds a Masters degree in social work, a child and youth diploma, and a behavioural science certification. She has been involved in providing post secondary educational instruction in the area of family work, human relations, human sexuality, social movements and group work.

In addition to this, she has provided training to both Hamilton Police Services and to the Bell Cairn Institute for provincial Probation and Parole training. She was a co-investigator on Dr. MacMillian's Ontario Women's Health Grant studying "If, when and How to ask the questions of woman abuse in Health care settings" and Clare has just finished a research project with Dr. MacMillian and Nadine Wathan on the education of Health care and social work providers in the area of Domestic violence.

### **GAEBEL, CATHY**

Cathy Gaebel is a Victim Witness Services Worker at the Victim Witness Assistance Program in Belleville. Ms. Gaebel has worked with VVAP since 1998, and previously volunteered with the program. Ms. Gaebel has worked in the Domestic Violence Court on a number of rotations over the years. During these rotations, Ms. Gaebel provided services to HART cases, coordinated the biweekly review schedule and was instrumental in shaping the HART process for Belleville. She has participated in a number of workshops and training sessions, both as participant and presenter, included the DVC Co-leads conferences and police training sessions.

### **HEATON, DEBRA**

D/Sgt. Debra Heaton has been a member of the Ontario Provincial Police for 25 years. She has investigated numerous criminal offences including homicides, arsons, robberies, stalking and threatening cases, narcotics, sexual assaults, and abductions and also served as a hostage/barricaded person's negotiator.

D/Sgt. Heaton has been assigned to the OPP Behavioural Sciences and Analysis Services for 13 years, first as a Supervisor and violent crimes analyst in the Violent Crime Linkage Analysis Centre. In 2000, she assisted in the formation of Canada's first sex offender registry, the Ontario Sex Offender Registry. In September 2001 Detective Sergeant Heaton was assigned to the Threat Assessment Unit.

D/Sgt. Heaton is a member of the Association of Threat Assessment Professionals and the Canadian Association of Threat Assessment Professionals and has extensive training and experience in the management of incidents where there is a potential for targeted violence such as stalking, workplace violence, school violence, sexual offenders, threatening correspondence, threats to public/political figures, high risk releases and domestic violence cases for the OPP, other law enforcement agencies and criminal justice agencies nationally and internationally. She has been qualified as an expert in the field of Threat Assessment in the Ontario Court of Justice.

Detective Sergeant Heaton frequently provides instruction regarding domestic violence, sex offenders, school violence and other threat assessment areas and services offered by Behavioural Sciences and Analysis Services.

### **HOLMES, MARK**

Mark is the Co-ordinator of the New Directions Program, a Partner Assault Response Program which is located at Catholic Family Service Ottawa. He is the co-founder of New Directions and has worked in the program since its inception in 1984. New Directions has provided service to approximately 8000 men during that time. Mark has a Diploma in Early Childhood Education from Algonquin College and a B.A.(Psychology) and a Master's of Social Work from Carleton University. He has also worked as a day care worker, childcare worker with the Ottawa Children's Aid Society, a community legal worker and with the Ministry of the Attorney General's Victim Witness Assistance Program, as well as providing support to male survivors of physical and sexual abuse that occurred at the St. Joseph's Training School in Alfred, Ontario.

In May 2009, Mark concluded an appointment as a member of the Government of Ontario's Domestic Violence Advisory Council.

### **JAFFE, PETER**

Dr. Peter Jaffe is a Professor in the Faculty of Education at the University of Western Ontario and the Academic Director of the Centre for Research & Education on Violence against Women & Children. He is the Director Emeritus for the Centre for Children and Families in the Justice System, which is a children's mental health centre specializing in issues which bring children and families into the justice system in London, Ontario. He has co-authored many books, chapters and articles related to children, families and the justice system including Children of Battered Women, Child Custody & Domestic Violence and Working Together to End Domestic Violence. He has presented workshops across the USA, Canada, Australia, New Zealand, and Europe to various groups including judges, lawyers, mental health professionals and educators. Dr. Jaffe has been an expert witness in three Ontario inquests into domestic homicides. He is a founding member of the Chief Coroners Domestic Violence Death Review Committee.

### **JOHNSON, HOLLY**

Holly Johnson is Associate Professor of Criminology at the University of Ottawa, Canada. Her primary research interests over the past two decades have centered on methodological and policy issues surrounding male violence against women. She was principal investigator of Statistics Canada's first national survey on violence against women and a collaborator on the International Violence Against Women Survey. She is author of numerous peer-reviewed articles, books and government reports on this topic and has served as expert advisor to several UN undertakings, most recently the UN Expert Group on Indicators on Violence Against Women. She is co-investigator on the Canadian Observatory on the Justice System's Response to Intimate Partner Violence and co-author, with Myrna Dawson, of the upcoming text Violence Against Women in Canada: Research and Policy Perspectives (Oxford University Press). In her local community, she is an active member of the Ottawa Coalition to End Violence Against Women.

### **KIRIAKOPOULOS, CHRIS**

Detective Sergeant Kiriakopoulos began his career with Hamilton Police Service in 1984. He has been assigned to the Patrol, Parks Marine, Criminal Investigation, and Crime Analysis Branches. In 2000 Det/Sgt Kiriakopoulos was assigned to the Family Violence resource Unit and promoted to the rank of Sergeant. He continued in this role for three years and then to the Hate Crime Branch. Chris was promoted the rank of Detective Sergeant and for the past 3 years has been in charge of the Victims of Crime Branch including the Sexual Assault Unit, Child Abuse Branch, Family Violence Resource Unit and the Crimes Against Seniors Branch.

### **LOBSINGER, PAUL**

Paul Lobsinger is the Staff Sergeant in charge of the Waterloo Regional Police Service Domestic Violence Investigation Branch located at the Family Violence Project of Waterloo Region. He is in his 23rd year of police service to his community. Prior to coming to the Domestic Violence Unit he was a Sergeant in Support Services at Headquarters.

Paul has extensive experience in criminal investigation and community policing. He has experience in Patrol, Detectives, Divisional Street Crime Unit, Drug Investigation and Professional Standards.

Having focused much of his policing career in Criminal Investigations, Paul is committed to ensuring that victims of domestic violence and elder abuse receive the utmost level of support and investigation from the Waterloo Regional Police Service. Working closely with the co-located community services to provide a seamless and holistic response to domestic violence and elder abuse is essential in providing the best service possible to our community. Tackling these social ills is a new challenge for Paul and he welcomes the opportunity.

### **MANK, PAMELA**

Pamela Mank is the Co-ordinator of the Family Violence Project Waterloo Region. This seamless response to family violence is the first of its kind in Canada. It is a collaborative response to Domestic Violence representing a one-stop service approach with 13 co-located Partner agencies and services. She is also the Assistant Clinical Director of Catholic Family Counselling Centre (CFCC), Waterloo Region. Pamela has a Masters degree in Social Work. For over 25 years she has specialized in working with women particularly in the areas of Family Violence, Sexual Assault, Self Esteem and Self Growth/Understanding. She has developed a psychoeducational programme for women dealing with Domestic Violence related issues. She has been successfully running this programme, “Understanding Me” for 12 years as well as leading Family Violence Therapy Groups and Separation/Divorce Groups. She indicates that ultimately working with these groups and in the area of Family Violence is a mutual learning process. The women have taught her about their experiences and she has been able to use their collective voices to teach others. She has a leadership role with CFCC’s Critical Incident Response Team which has responded to a myriad of crisis/incidents within her community. Pamela is a long term field placement supervisor for Wilfrid Laurier University Masters of Social Work students. She has had articles published on a variety of topics related to personal growth and recently The Family Violence Project.

### **MACQUARRIE, BARB**

Barb MacQuarrie is the Community Director of the Centre for Research & Education on Violence against Women & Children at the University of Western Ontario. She works to promote collaboration between community-based professionals and advocates and academic researchers. She has been an advocate for survivors of violence and has worked on diverse fronts to give voice to their experiences of violence as well as their experiences in the systems that are intended to respond to this violence. She has co-authored publications on workplace harassment, violence in the lives of girls, violence on college and university campuses and has written for local anti-violence organizations about the challenges facing front line service providers and the connections between mental health, addictions and trauma. She is the executive producer of the video, “The Way Forward: Rethinking the problem of workplace sexual harassment” and an executive producer for the just released video, “Voices of Diversity: Creating a culture of safety, respect and belonging on campus.” Recently, she coordinated the writing and publication of the Surviving the System Handbook. Advice on using the legal system if you are a survivor of sexual violence. Barb manages the provincial Neighbours, Friends and Families public education campaign and the Respect-at-Work training program. She chairs the Muslim Family Support Service in London. Barb is interested in how research can inform prevention of and responses to violence against women and girls.

### **MCGURK, TERRY**

Mr. McGurk has worked in a variety of hospital settings as a Psychiatric Nurse for the past 40 years, and has a wide range of experience in Clinical and Administrative roles. He worked as a Case Manager for the Hamilton Program for Schizophrenia, Nursing Supervisor for the Hamilton Psychiatric Hospital, and taught in the Mental Health Nursing Certificate Program/Psychiatric Rehabilitation Certificate Program at Mohawk College for a number of years. 13 years ago, Mr. McGurk, developed the COAST Hamilton Program and for 5 years also managed the Psychiatric Emergency Services at St. Joseph’s Healthcare. In early 2005 he developed the COAST Halton Program and then later became the Director of Programs for CMHA Halton. In January of 2009 he left CMHA Halton to enhance the Crisis Assessment Support Team (CAST) and Addictions Services of Haldimand Norfolk. Presently Mr. McGurk splits his full time position with COAST Hamilton and the CAST/Addictions Services of Haldimand Norfolk and sits on a number committees in both communities.

Mr. McGurk is the Chair of the Human Services and Justice Coordinating Committee in Hamilton

### **NATHANSON, NORINE**

Norine Nathanson is Crown Counsel and the Provincial Co-Lead of Ontario’s Domestic Violence Court Program with the Ministry of the Attorney General. She has been Crown Counsel with the Ministry since 1991 serving as an Assistant Crown Attorney and Domestic Violence Crown Lead and as Counsel to the Victim Witness Assistance Program.

### **OUIMETTE, JOHANNE**

Formatrice, conférencière et consultante, Johanne Ouimette œuvre dans le domaine de la violence faite aux femmes depuis près de 25 ans. Psychologue-sexologue de profession, elle travaille à améliorer la condition des femmes en recourant à divers moyens, dont le counselling individuel et de groupe, le développement communautaire, la formation des intervenantes et la supervision. Auteure du livre La force de s’affranchir, elle a aussi collaboré à la rédaction des modules de la formation en ligne et élaboré le « Manuel d’animation d’atelier pour femmes de 65 ans et plus victimes de violence » pour AOcVF. Elle est présidente du conseil d’administration du Centre Novas, centre d’aide et de lutte contre les agressions à caractère sexuel des comtés de Prescott et Russell.

### **PHARAND, GAËTANE**

Gaëtane Pharand est directrice fondatrice du Centre Victoria pour femmes de Sudbury depuis 1993. Le CVF est voué au soutien des femmes francophones qui luttent contre toutes les formes de violence. Elle a été membre du comité aviseur de la Ministre de la Direction générale de la Condition féminine en matière de violence contre les femmes. Entre 1999 et 2009, elle a assumé le poste de présidente du regroupement provincial Action ontarienne contre la violence faite aux femmes, organisme voué au développement des services en français en matière de violence contre les femmes et qui agit aussi comme lieu de réseautage et de formation des intervenantes francophones dans ce domaine. De 1991 à 1995, Mad. Pharand a agit comme commissaire à la Commission ontarienne des droits de la personne. Elle est formée en radiotélédiffusion et en gestion d’entreprise mais c’est auprès de divers regroupements de femmes francophones qu’elle a choisi d’œuvrer depuis plus de 20 ans.

### **REID, MAUREEN**

Ms. Maureen Reid has worked in the areas of child protection and child physical and sexual abuse for the past twenty-eight years. Within a child welfare agency, Ms. Reid developed a treatment program for families (child victims, perpetrators and non-implicated parents) where sexual abuse has been verified that includes individual, group and family treatment. This program is in its 20th year and provides therapy to over 100 individuals per week. She has also co-facilitated community based groups for adult male survivors of childhood sexual abuse. She co-facilitates the Caring Dad’s group in partnership with Changing Ways of London. This is a program for fathers who have been physically abusive with their children or are at risk of being physically abusive. She has been the Child Abuse Consultant for the London and Middlesex Children’s Aid Society and is currently Chair of the Child Abuse Prevention Council in London, Ontario. She is past Chair of the Adult Survivors Committee in London, Ontario.

She is an authorized trainer for the Ministry of Families and Children teaching the modules: Impact of Child Maltreatment; Interviewing Children; Investigating Sexual Offences Against Children and Forensic Interviewing. She has presented at numerous conferences on topics related to sexual abuse within families and other child protection issues, and has been a consultant to the Centre for Children and Families in the Justice System of the Family Court Clinic and the London Custody and Access Project for the past twenty years.

## **SINCLAIR, DEBORAH**

Deborah Sinclair is a senior social worker, consultant, trainer and community organizer in independent practice in Toronto, Ontario. She has served as an expert witness in court cases, and in October 2002, testified as an expert witness at the inquest into the murder of Gillian Hadley and suicide of Ralph Hadley. She is a member of the Domestic Violence Death Review Committee (DVDRC is an expert advisory committee of the Chief Coroner's office) and has been since its inception. Deborah was appointed to the Domestic Violence Advisory Council which was responsible for providing advice to the Minister Responsible for Women's Issues on improving the existing system of services to better meet the diverse needs of abused women, their partners and their children across the province of Ontario. Also, the Domestic Violence Advisory Council was to identify key components and/or issues within the broader system of services supporting abused women and their children. Deborah participated on two working sub-committees - Child Welfare and Threat Assessment/ Risk Management. The findings of the panel are presented in the report Transforming our Communities: Report from the Domestic Violence Advisory Council for the Minister Responsible for Women's Issues (Final May, 2009

## **TOUT, SEAN**

Staff Sergeant, Project Manager, Executive Office Research and Planning, Waterloo Regional Police Service, former member of the Domestic Violence Advisory Committee.

## **TURPEL-LAFOND, MARY ELLEN**

Mary Ellen Turpel-Lafond was appointed B.C.'s first Representative for Children and Youth in November 2006. The Representative is an Independent Officer of the Legislature. Ms Turpel-Lafond is on leave from the Saskatchewan Provincial Court, where she was the Administrative Judge for Saskatoon. She was appointed to the bench in 1998, and was actively involved in projects relating to access to justice, judicial independence, and public outreach. She has also worked as a criminal law judge in youth and adult courts, with an emphasis on developing partnerships to better serve the needs of young people in the justice system, particularly sexually exploited children and youth, and children and youth with disabilities, such as those who suffer from fetal alcohol spectrum disorder. Ms Turpel-Lafond was a tenured law professor at Dalhousie University Faculty of Law, and taught law at the University of Toronto, the University of Notre Dame and other universities. She has been a visiting professor at University of British Columbia and University of Victoria law schools. She holds a doctorate of law from Harvard Law School, a master's degree in international law from Cambridge University, a law degree from Osgoode Hall, and a bachelor of arts degree from Carleton University. She also holds a certificate in the international and comparative law of human rights from the University of Strasbourg in France. The Representative was also awarded an honorary doctorate degree from B.C.'s Thompson Rivers University in 2009. In 2007, the Indigenous Bar Association awarded her the distinction of 'Indigenous Peoples' Counsel'. As well, Time Magazine has twice bestowed honours upon Ms Turpel-Lafond, naming her one of the '100 Global Leaders of Tomorrow' in 1994, and one of the 'Top 20 Canadian Leaders for the 21st Century' in 1999. A member of the Muskeg Lake Cree Nation, she is active in her First Nations community. In 2005, she published a book on the history of the Muskeg Lake Cree Nation that was short-listed for a Saskatchewan Book Award. Ms Turpel-Lafond, her husband George Lafond, their son and three daughters, (including twins), reside in Victoria, B.C.

## **VISENTINI, MARCO**

Marco Visentini is Legal Counsel for the Hamilton Police Service. He graduated from McMaster University with a Bachelor of Arts in 1993 and obtained his Bachelor of Laws (LLB) from Osgoode Hall Law School in 1996. After graduating from law school, he spent a year in the People's Republic of China teaching law and legal English at the Southwest University of Political Science and Law in the City of Chongqing, in the Sichuan Province. Upon his return from China, Marco articulated with the law firm of Agro Zaffiro Parente Orzel and Baker in Hamilton, Ontario. After his call to the Ontario Bar in 1999, he entered practice with the firm in the field of civil litigation. While at the firm, he was also appointed a Standing Agent for the Federal Crown, conducting prosecutions under federal statutes (primarily under the Controlled Drugs and Substances Act) in the City of Hamilton. Marco joined the Hamilton Police Service in October 2003, where he acts as Legal Counsel to the Chief of Police. He has been Chair of the Ontario Association of Chiefs of Police (O.A.C.P.) Police Legal Advisors Committee since June 2006.