



SUPPORTING INDIVIDUALS IMPACTED BY THE CRIMINAL JUSTICE SYSTEM

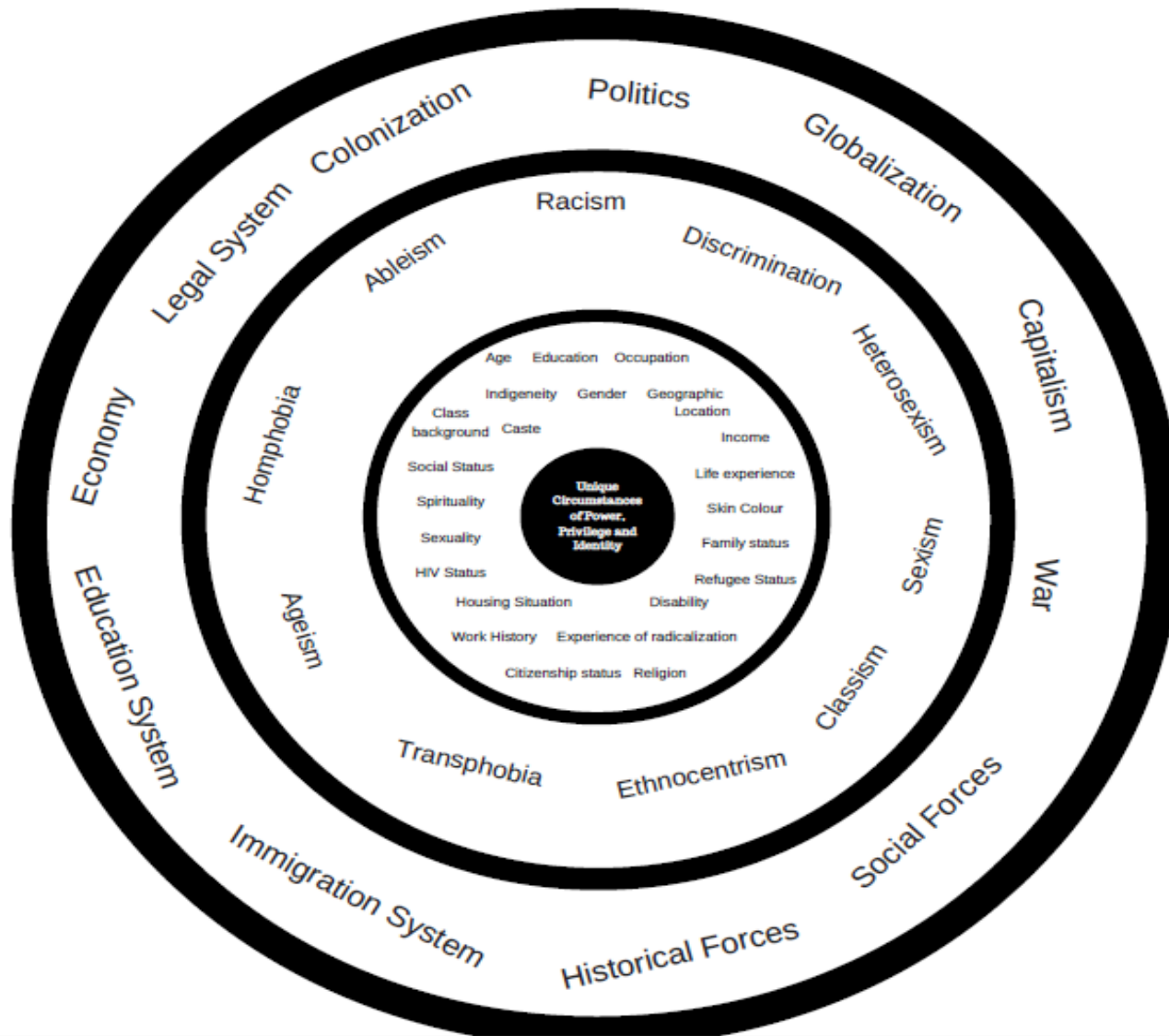
FROM AN INTERSECTIONAL LENS

LEARNING OBJECTIVES

- Highlight systems core values and missions while Supporting Black individuals impacted by the criminal justice system using intersectional lens
- Explore and share insight on the barriers & challenges within those systems that impact Black individuals impacted by the criminal justice system
- Share my experience so that we can start or continue to understand the intersectionality's associated with individuals who are impacted by the criminal justice system...
- Identify tools and practices that support Black individuals impacted by the criminal justice system
- Explore how systems and organizations can collaborate to support Black individuals impacted by the criminal justice system

INTERSECTIONALITY – KIMBERLE CRENSHAW

Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalize people – gender, race, class, sexual orientation, physical ability



Adapted from: CRIAW / ICREF's Intersectionality wheel

SYSTEMS CORE VALUES AND MISSION

RESPECT & UPHOLD
RIGHTS & FREEDOM

REFLECT AND GROW

ACTIVELY ENCOURAGE
AND ASSIST OFFENDERS
TO BECOME LAW-
ABIDING

FAIRNESS,
PROFESSIONALISM,
INCLUSIVENESS &
ACCOUNTABILITY

PROVIDE
INDEPENDENT, FAIR
AND ACCESSIBLE
JUSTICE

ACT PROFESSIONALLY,
WITH INTEGRITY, AND
WITHOUT PREJUDICE

RESPOND WITH
COMPASSION

TREAT ALL PEOPLE
WITH EMPATHY,
RESPECT, EQUITY AND
DIGNITY

PROTECT, PERSERVE
PEACE

EMPLOYMENT
criminal record

EDUCATION
school to prison pipeline

IMPACTS OF SYSTEMS AND SOCIAL NETWORK

HEALTH CARE
mental health under-diagnosed
and lack of representation

FAMILY AND FRIENDS
trauma, fostering relationships

CRIMINAL JUSTICE SYSTEM
reintegration, non bias
restorative justice

PERSONAL EXPERIENCE

LOSS OF IDENTITY

SEPARATION FROM
LOVED ONES

SHAME

ISOLATION

TOOLS AND PRACTICES TO SUPPORT

CREATE
OPPORTUNITIES

GIVE PEOPLE A VOICE

BE TRAUMA INFORMED

NON-JUDGEMENTAL

ACTIVE LISTENING

RESTORATIVE JUSTICE

ROOT CAUSES

HOLISTIC APPROACH

CONTINUED SUPPORT

COLLABORATION

Court system, government, lawyers, legal aid, police, correctional service Canada, education system, health care system, employers, community organizations

- recognizing that we do not have all the answers
 - seek and act on input and feedback
 - learn from mistakes and successes
- what does successful reintegration look like



TAKE AWAYS

Courts: What does innocent until proven guilty look like?

Often times the onus is on the accused defense lawyers to work the hardest in court to prove innocence, when it should be the other way around.

Police: What does serve & protect look like? Serve and protect who? When at the onset of engagements rights are being infringed upon and trust and relationships are being broken.

CSC: What does successful reintegration look like?

Opportunities to TR maybe supervised and unsupervised

How will you know when it comes time for parole that the offender should be considered.

Harm Reduction: What does harm reduction look like to you? Maybe it's access to, education, employment, health care and sustainable housing, financial and basic needs.

Community Support: What does community support look like to you?

Maybe it's building trusting relationships and providing access to, resource and services from a trauma informed and an intersectional lens.

thank you!