The **International Corrections and Prisons Association** (ICPA) is a dynamic organization devoted to improving global understanding and professionalism in the correctional sector. The Association is dedicated to advancing professional corrections with a mission to contribute to public safety and healthier communities. Our membership is open to all peoples and reflects all areas and levels within the criminal justice system. The Association’s Annual General Meeting and Conference, which is set out in this conference Program, is the encapsulation of ICPA’s principal objective to promote, maintain, and strengthen cooperation between individuals, institutions, and organizations interested in corrections.

As an Association, we could not hope to achieve our objectives if it were not for a committed and dynamic membership. Also, we would not continue to exist and grow if it were not for the generosity of a group of committed public, private, and voluntary sector organizations whose support allows the Association to operate.

www.icpa.ca

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A DECADE OF LESSONS LEARNED

Welcome to the Czech Republic, to Prague, and to the 10th ICPA AGM and Annual Conference!

Most of you here will recognize that this conference is a milestone in the development of our Association. It marks our 10th anniversary and in many ways one has a sense that we are ‘coming of age’ in Prague.

The world of corrections has changed significantly since the Association was formed in 1998. It is now the exception to find a jurisdiction where prisoner numbers are not increasing year-on-year or where overcrowding is the exception and not the norm. It is hard to think of a jurisdiction where community services are not struggling to cope with providing quality support to the vast ‘army’ of prisoners who move from incarceration to some form of parole or community supervision. In some parts of the developing world, the struggle is a more fundamental one: how to feed a prisoner population when the population at large faces famine and extreme poverty; to address the healthcare needs of a prisoner population, high numbers of whom, have HIV/AIDS, when pharmaceuticals are in extremely short supply for the general population. This is the present-day reality of corrections whether it is in the developed or the developing world.

In this changing world, the role that we can play as an Association becomes even more important. We are at heart an Association of correctional professionals and this conference displays clearly what ICPA is about: exchanging ideas, sharing best practices, listening to and, importantly, learning from what others are doing. Some of you will be here for the first time; others will be reflecting on the many previous conferences that they have attended. Whether this is your first, or your tenth I hope you learn from the experience and enjoy the company of your colleagues and our hosts. Our organisation exists to share best practice in the field of corrections and no other part of our activity achieves this with the same success as what we will all be doing over the next few days. At this year’s conference we will have some 350 delegates coming from some 50 countries. What is more, there will be over a hundred speakers.

As we move now to a second decade, we need to build on and exploit the unique position ICPA occupies in corrections. There are many other community corrections or prisons organisations and conferences but few if any like ICPA that brings together correctional professionals from the developed and developing world and from public, private and voluntary sectors the opportunity to share ideas; to advance professional corrections.

I hope you enjoy the next few days. To those of you who are members of the Association a particular welcome and to those of you who are not, please consider joining us and helping us advance the corrections profession.

Ed Wozniak
Executive Director, ICPA

10th Annual General Meeting and Conference
A Special Note to Our Hosts:
The Czech Prison Service

Our host, the Prison Service of the Czech Republic (PSCR), administers 35 prisons and is responsible for 20,000 detainees and convicts. Besides regular male prisons there are also special prisons for juvenile (aged 15 to 18) and female prisoners, including mothers with children up to the age of 3 years. The Prison Service has approximately 10,500 employees structured into three categories: prison guards, judicial guards and civil employees. Members of the uniformed prison guard are responsible for security in prisons and remand prisons as well as for transport of prisoners. Members of the judicial guard, who are also uniformed, provide order and security in buildings of the Ministry of Justice, courts and state attorneys’ offices. Civil employees (educators, pedagogues and psychologists) are in direct contact with prisoners and the administration service provides organizational, economic and medical services of the Prison Service.

The Prison Service of the Czech Republic closely cooperates with numerous other state and non-governmental organizations, among which the most important is the Probation and Mediation Service (PMS). The major objective of the PMS is to settle effectively conflicts related to criminal activities and to administer and supervise alternative penal sanctions.

The Czech Republic is a country of some 10.5 million inhabitants and its capital and biggest city is Prague. Located on both banks of the Vltava River, the city has a history that stretches back more than 1,100 years and is political, economic and cultural centre of the Czech state. Prague city has more than 1.2 million inhabitants with the metropolitan area almost 2 million. Prague is generally considered to be one of the most spectacular European cities, which is reflected by the astonishing number of tourists. In 1992, the historical centre of Prague was listed in the UNESCO list of cultural heritage. Prague has many apposite nicknames, for example Praga mater urbium (Prague, Mother of the Cities), Praga caput regni (Prague, Head of the Kingdom), The Golden City or the Hundred-spired City.

Finally, we would like to thank our host Luděk Kula, the Director General of the PSCR. We would also like to thank the many staff of the PSCR who have worked so tirelessly to make this conference happen. A particular note of thanks to Gabriela Slováková; Iva Prudlová, Alexandra Matiašová, Hana Podzemská, Otakar Michl and Robert Káčer and all their colleagues who worked so tirelessly to make the conference a success and to make our stay in Prague an enjoyable one.
PROGRAM

2007
2006
2005
2004
2003
2002
2001
2000
1999

10th Annual General Meeting and Conference
**SATURDAY, 25 OCTOBER 2008**

12:00 - 17:00  Registration  
(1ST FLOOR)  
Exhibitor Set-Up

**SUNDAY, 26 OCTOBER 2008**

‘A Decade of Lessons Learned and Future Challenges’

10:00-17:00  Registration  
(1ST FLOOR)  
13:30  Refreshments in Prague Foyer  
14:00-15:00  ICPA Annual General Meeting  
(PRAGUE A-D)  
15:00-17:00  Performance, Values, and Outcomes in Public and Private Sector Prisons  
Chair: Herb Nahapiet  
**Prisons and their Moral Performance**  
- Alison Liebling, Cambridge University  
**Using Competition and Contracting to Improve Prison Performance**  
- Gary Sturgess, Executive Director, Serco Institute  
18:30-20:30  ICPA Opening Reception  
(BELVEDERE FOYER)

**MONDAY, 27 OCTOBER, 2008**

‘A Decade of Lessons Learned and Future Challenges’

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
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| 09:45-10:30 | ICPA: New Horizons  
- Tony Cameron and Ed Wozniak, ICPA |
| 10:30-11:00 | Break  
(BELVEDERE FOYER) |
| 11:00-12:00 | Parallel Sessions |

<table>
<thead>
<tr>
<th>Session</th>
<th>Topic</th>
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</table>
| 1       | **A Decade of Lessons Learned: Czech Probation and Mediation Service**  
**Moderator:** Dan Lombardo  
**Prague A**  
Restorative Justice and Probation, Parole, Prison Services  
Pavel Štěrn & Andrea Matoušková, Czech Republic |
| 2       | **A Decade of Lessons Learned: Czech Prisons**  
**Moderator:** Hans Meurisse  
**Prague B**  
Czech Prisons and System of the Work with Prisoners  
Michal Petras, Martina Mičová and Václav Jiřička, Czech Republic |
| 3       | **A Decade of Lessons Learned: Czech Prisons**  
**Moderator:** Steve Carter  
**Prague C**  
Special Activities and Treatment in Czech Prisons  
Daniela Voláková, Lenka Moravcová, and Tomáš Koňák, Czech Republic |
| 4       | **A Decade of Lessons Learned: Czech Prisons**  
**Moderator:** Don Head  
**Prague D**  
Czech System of Education and Employment of Prisoners and System of Education for Staff  
Martin Váňa, Antonín Sůva and Milena Šimčáková, Czech Republic |
| 5       | **A Decade of Lessons Learned: Czech Prisons**  
**Moderator:** Orit Adato  
**Budapest**  
Czech Prisons and Security  
Petr Juříček, Adam Široký and Pavla Skybská, Czech Republic |

12:00-13:00  Lunch  
(LORETA)  
13:00-15:00  A Decade of Lessons Learned and Future Challenges: International Dimensions  
(PRAGUE A-D)  
Chair: Steve Carter, USA  
- Harley Lappin, USA  
- Bohuslav Burkiewicz, Czech Republic  
- Dov Lutsky, Israel  
15:00-15:30  Break  
15:30-17:00  A Decade of Lessons Learned and Future Challenges: International Dimensions (continued)  
(PRAGUE A-D)  
Chair: James Ryan, Australia  
- Roberto Santana & Jose Ogando, Dominican Republic  
- Richard Sikani, Papua New Guinea  

**Assemble promptly in Hotel Foyer (main entrance)***
Entertainment will be provided by a female prison band called “K-BAND” from Světlá and Sázavou Prison; and a male prison band called “B-BAND” from Kuřim Prison.

**TUESDAY, 28 OCTOBER 2008**

**‘A Decade of Lessons Learned and Future Challenges’**

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<th>Time</th>
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<tr>
<td>09:00-10:30</td>
<td>Parallel Sessions</td>
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<tr>
<td>1</td>
<td>A Decade of Lessons Learned: Mental Health Issues</td>
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<tr>
<td>Moderator:</td>
<td>Paul Geurts</td>
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<td>Prague A</td>
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<td></td>
<td>The Diversion and Management of Mentally Ill Prisoners</td>
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<td>Ahamafule Agomoh, Nigeria</td>
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<td>Forensic Care in Prisons</td>
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<td>Heleen Latooij, Netherlands</td>
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<td>2</td>
<td>A Decade of Lessons Learned: Healthcare</td>
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<td>Moderator:</td>
<td>John May</td>
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<td>Prague B</td>
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<td>WHO Health in Prisons Project: Prisons and Women’s Health</td>
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<td>Brenda van den Bergh, Denmark</td>
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<td>Promoting Health Protection within a Secure Environment</td>
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<td>Heather Gourlay, Scotland</td>
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<td>3</td>
<td>A Decade of Lessons Learned: Facility Planning &amp; Design</td>
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<td>Moderator:</td>
<td>Bob Goble</td>
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<td>Sustainable Correctional Environments</td>
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<td>Michael Frawley, Harold Clarke, USA</td>
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<td>Why the Working Wing?</td>
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<td>Simon Newberry and Oliver Gray, England</td>
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<td>4</td>
<td>A Decade of Lessons Learned: Correctional Service of Canada</td>
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<td>Moderator:</td>
<td>Kristen Bolgen-Bronebakk</td>
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<td>Prague D</td>
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<td></td>
<td>‘A Wind of Change’</td>
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<td></td>
<td>Don Head, Brenda Lepage and George Centen, Canada</td>
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<tr>
<td></td>
<td>- Community and staff safety;</td>
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<td>- Consolidate existing partnerships, create new ones;</td>
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<td>- Challenges generated by the changing inmate population;</td>
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<td>- Offender accountability; and</td>
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<td>- Integration of offenders’ correctional plans and availability of</td>
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<td>community services.</td>
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<td>5</td>
<td>A Decade of Lessons Learned: Technology</td>
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<td>Moderator:</td>
<td>Bob Elson</td>
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<td>Vienna</td>
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<td></td>
<td>Offender Management: a Design-based Approach to Control Predatory</td>
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<td>and Assaultive Behaviour</td>
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<td>James Kessler, USA</td>
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<td>Safe and Sound: Architecture, Archetype and the Interpretation of</td>
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<td>Safe Living in Prison</td>
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<td>Anita Wilson, England</td>
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<td>6</td>
<td>A Decade of Lessons Learned: Organizational Perspectives</td>
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<td>Moderator:</td>
<td>Harald Fosker</td>
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<td>Rome</td>
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<td>Australian Cross-Border Justice Project</td>
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<td>Peter Severin, Australia</td>
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<td>The Public Attorney’s Office and its Advocacy in Saving Lives</td>
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<td>Persida Rueda-Acosta, Phillipines</td>
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<td>7</td>
<td>A Decade of Lessons Learned: The South Asia Experience</td>
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<td>Moderator:</td>
<td>Javier Bustamante</td>
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<td>Budapest</td>
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<td>Prison Design in India</td>
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<td>Ruchipurna Jena, India</td>
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<td>Prison Reforms in Resource Poor Settings</td>
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<td>Jayadev Sarangi, India</td>
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<td>10:30-11:00</td>
<td>Break (Belvedere Foyer)</td>
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<td>11:00-12:30</td>
<td>Parallel Sessions</td>
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<tr>
<td>13:30-15:00</td>
<td>Imprisonment in the USA</td>
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<td>Chair: Dan Lombardo, USA</td>
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<td>The Costs, the Consequences, the Future</td>
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<td></td>
<td>- Susan K. Urahn, Managing Director of Pew Center on the States, The Pew Charitable Trusts</td>
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<td>The Challenge of Reducing Prisoner Numbers</td>
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<td>- Martin Horn, Commissioner, New York City Department of Correction</td>
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<td>15:00-15:30</td>
<td>Break (Belvedere)</td>
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<tr>
<td>15:30-16:00</td>
<td>The Role of Corrections in Post Conflict Stabilization, and Security Sector Reform</td>
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<td>Chair: Tony Cameron, ICPA</td>
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<td>- David T Johnson, State Department, USA</td>
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<td>16:00-17:30</td>
<td>The Position Central and South America: A Plenary Panel Session and Discussion</td>
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<td>Chair: Javier Bustamante</td>
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<td>Panel:</td>
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<td>- Patricio Patino, Mexico</td>
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<td>- Jaime Vilanova, Haiti</td>
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<td>- Gilbert Enriquez Caceres, El Salvador</td>
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<td>- Julio Cesar Cepeda, Argentina</td>
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<td>Free Evening</td>
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<td>12:30-13:30</td>
<td>Lunch (Loreta)</td>
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</table>
### Parallel Sessions

#### 1 A Decade of Lessons Learned: Prisoner Safety
**Moderator:** Isabelle Hight  
**Location:** Prague A

- The Prevention of Deaths in Custody: The Canadian Experience  
  Howard Sapers, Canada
- The Dutch Experience  
  Ellen Beem, Netherlands

#### 2 A Decade of Lessons Learned: Offender Issues
**Moderator:** Jim Jeffcott  
**Location:** Prague B

- Alcohol and Violence among Young Male Offenders in Scotland  
  Bill McKinlay and Alasdair Forsyth, Scotland
- Incarceration of Drug-dependant People in Compulsory Treatment Centres and Prisons in South East Asia  
  Sonia Bezziccheri, Thailand

#### 3 A Decade of Lessons Learned: Offender Issues
**Moderator:** Frank Porporino  
**Location:** Prague C

- A Decade of Evidence-based Practice in Correctional Services in England and Wales  
  Sarah Mann and Claire Wiggins, England
- A Decade of Advancing Corrections: Lessons Learned – Future Challenges  
  Hwang Hong-sung, Korea

#### 4 A Decade of Lessons Learned: Central European Issues
**Moderator:** Nick Brooke  
**Location:** Prague D

- Polish Corrections: Halfway to Late Modernity  
  Mariusz Sztuka, Poland
- Journey from Totalitarian Prisons: the Romanian Experience  
  Dorin-Gabriel Muresan & Lucian Hulpoi, Romania

#### 5 A Decade of Lessons Learned: Offender Issues
**Moderator:** Richard Harding  
**Location:** Vienna

- Transparency in Resocialisation: How to Transform former Prisoners into Popular Citizens  
  Rien Timmer, Netherlands
- Creating an Organizational Learning Environment in Prisons  
  Faye Taxman, USA

#### 6 A Decade of Lessons Learned: Offender Issues
**Moderator:** John Nurse  
**Location:** Cracow

- Technology Partnerships to Deliver Improved Safety and Security in Prisons  
  Barry Matthews, New Zealand
- Digital Inclusion and Offender Rights  
  Mike Manisty, England

#### 7 A Decade of Lessons Learned: Latin America
**Moderator:** Javier Bustamante  
**Location:** Budapest

- New Horizons  
  Patricio Patino, Mexico
  Jaime Vilanova, Haiti
  Gilbert Enriquez Caceres
  Julio Cesar Cepeda, Argentina

### Break (Loreta)

### Lunch - Sponsored by IACFP (Belvedere)
13:30-14:30  Understanding What Works: New Directions  
(VENUE: PRAGUE A-D)  
Chair: John Gannon, IACFP  
- James Bonta: Public Safety, Canada  

14:30-15:15  Plenary Discussion  

15:15-15:45  Break  
(BELVEDERE)  

15:45-17:15  Parallel Sessions  

1  
**Moderator:** Howard Sapers  
PRAGUE A & B  
*Correctional Oversight: Challenges, Prospects and Lessons*  
Uju Agomoh, Nigeria; Howard Sapers, Canada; Richard Harding, Australia; and Tom McGonigle, Northern Ireland  

2  
**Moderator:** Bob Goble  
PRAGUE C & D  
*Advantages and Obstacles to the Implementation of New Technology*  
Andreas Wullen and Tim Payne, Australia  
*Applying Advanced Technology in a Humane and Effective Manner*  
Robert Hood, USA  

3  
**Moderator:** Orit Adato  
VIENNA  
*The Peers Program: How Successfully Released Prisoners Can Help Newly Released Prisoners*  
Avraham Hoffman, Israel  
*A Pathway Towards Mental Well-being Following Imprisonment*  
Vince Fletcher, Scotland  

4  
**Moderator:** Dan Lombardo  
CRACOW  
*Reducing Recidivism in the Netherlands - Cooperation Between Prison, Probation, Local Partners*  
Gre Eleveld, The Netherlands  
*A Methodological Framework for Conducting Cross-cultural Comparative Research*  
Evelyne Vallieres, Canada  

5  
**Moderator:** John Nurse  
BUDAPEST  
*Development and Implementation of PPP in a Correctional Services Environment*  
Michael Houle, Canada  
*Advances in Electronic Monitoring*  
Tami Mazel, Israel  

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18:15 - 24:00  
**10th Anniversary Special Event**  
Dinner and Awards Ceremony  
Narodní dům na Smíchově  
(National House, Smíchov)  

18:15  
Depart hotel  

18:45-19:00  
Arrival to the National House Smíchov  

19:00  
Welcome drink  

19:30  
Gala Dinner begins  
(*1st and 2nd course*)  

20:30  
AWARDS CEREMONY  
(*after the second course*)  

21:00  
Main course and dessert  

22:30  
Coffee/Tea  

22:15  
Music and entertainment  
(*bar opens*)  

22:45  
1st bus departs to the hotel  

00:30  
The last bus departs to the hotel  

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‘Sleep when you get home!’
**THURSDAY, 30 OCTOBER 2008**

‘A Decade of Lessons Learned and Future Challenges’

09:00-10.00 The Challenge of Re-entry and Re-integration (Prague A-D)
   Chair: Frank Porporino, Canada
   - Diane Williams and Deanne Benos, USA

10:00-11.00 Perspectives on Re-entry in Developed, Developing, and Post Conflict Countries
   - Carol Shapiro, USA;
   - Indira Ranamagar, Nepal;
   - Flavia Nabugere Munaaba, Uganda
   - Herta Toth, Hungary.

11:00-11:30 Break
   (Belvedere)

11:30-12:00 A Decade of Lessons Learned and Future Challenges: Organisational Leadership
   Chair: David Banks, G4S
   - Ole Ingstrup, Past President, ICPA

12:00-12:05 Closing Remarks from the Host Country
   - Luděk Kula, Director General, Czech Prison Service

12:05-12:15 The 11th AGM and Conference
   - John Nurse, Barbados

12:15-12:30 President’s and Executive Director’s Closing Remarks

12:30-13:15 Lunch
   (Loreta)

13:15 Assemble at Hotel Front

13:15-17:00 Prison Visits

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**FRIDAY, 31 OCTOBER 2008**

‘Cultural Programme’

09:00 - 13:00

Price: 950 CZK / 40.00 EURO / 50.00 USD
Meeting point: Hotel Diplomat


Walking: Royal Road – the Municipal House – the Astronomical Clock – entrance to the Historical Halls of the Old Town Hall – Old Town Square – Charles Bridge – Lesser Town
1999
BUDAPEST, HUNGARY

2000
CAPE Town, SOUTH AFRICA

2001
PERTH, AUSTRALIA

2002
THE NETHERLANDS

2003
MIAMI, FLORIDA USA

2004
BEIJING, CHINA

2005
EDINBURGH, SCOTLAND

2006
VANCOUVER, BC CANADA

2007
BANGKOK, THAILAND
**Ahamafule Agomoh** is Consultant Psychiatrist, Public Health Physician and Medical Director of the Federal Neuropsychiatric Hospital, Enugu, Nigeria. He also holds a Diploma in Statistics and Computer science. Before becoming the Medical Director, he was Head of Clinical Services and Training at the same institution.

**Uju Agomoh** received a B.Sc. in Psychology from the University of Jos, an M.Sc. in Clinical Psychology from the University of Lagos, an M.Sc. in Sociology from the University of Ibadan and an M.Phil. in Criminology from the Faculty of Law, University of Cambridge England. Dr. Agomoh is the Founder and Executive Director of Prisoners Rehabilitation and Welfare Action (PRAWA). In addition to this, she is actively involved in other work, including for example as National Coordinator, National NGO Coalition on Penal Reform and West African Regional Coordinator, African Network Against Torture (ANAT). She was appointed in July 2000 as a federal Commissioner and member of Governing Council of the National Human Rights Commission for a four-year tenure. She has also served as a consultant to the African Commission on Human and Peoples’ Rights and assisted the Special Rapporteur of the African Commission on Prisons in Africa and Centers of Detention during the Assessment Mission to the Gambia (July 1999). Dr. Agomoh has written several publications on prison/penal reform, torture, human rights, gender and development issues.

**David Banks** joined G4S (formerly GSL and Group 4) in 1988 from the Thomas Cook Group in the role of Finance Director, establishing the role of Managing Director of Custodial Services in 1995. Currently David is Group Managing Director of G4S Care & Justice Services. David has been at the forefront of developments across many aspects of the G4S business both in the UK and overseas, and was instrumental in the development of custodial services to the Home Office since these were introduced in the early 1990s and subsequently in Australia and South Africa. In the custodial sector, David oversees the company businesses responsible for the design, build, management and finance of prisons, children’s services, immigration services, electronic monitoring, prisoner transportation and court services. David has a Bachelor of Science, Management Services (Manchester) and is a Member of the Institute of Chartered Accountants in England and Wales.

**Jose Bautista** is Director of the Correction and Rehabilitation Center of Elias Piña. Prior to that he held similar positions in Mao and Puerto Plata. He has a Bachelor of Arts in Advertising Creativity and Citation Management from the UASD University and a Diploma in Management and Treatment Penitentiary (Penitentiary National School).

**Ellen Beem** works for the Dutch Correctional Agency.

**Deanne Benos** was appointed by Governor Rod R. Blagojevich as the first woman to serve as the Assistant Director of the Illinois Department of Corrections in November 2003. While providing the second tier of agency management support to the Director, she has primarily been charged by the Governor with developing management solutions that improve community safety through addressing the state’s recidivism rates. Key initiatives managed out of the Office of the Assistant Director are the Governor’s Sheridan National Model Drug Prison & Re-entry Program and “Operation Spotlight” Parole Reform Plan. Both initiatives place a greater emphasis than ever before on community supervision, capacity-building and partnerships as a method of reducing crime in high impact areas. The Office of the Assistant Director also maintains a strong focus on the state’s juvenile system, including representation on the Redeploy Illinois Planning Board and development of the state’s Juvenile Regionalization Plan. Prior to her current position, Ms. Benos served as the Policy Director to Governor Blagojevich. She began working with the State of Illinois after serving as the Associate Director for Crime & Gun Safety of the White House Domestic Policy Council under President Bill Clinton. She is a graduate of Northwestern University.
**Brenda van den Bergh** is Technical Officer at the Health in Prisons Project, WHO Europe in Copenhagen since June 2007. Before that she worked at the Agency for Correctional Institutions in The Netherlands.

**Sonia Bezziccheri** has worked at the UNODC Regional Centre for East Asia and the Pacific since 2002 in the areas of HIV/AIDS, drug use and Amphetamine Type Stimulant, producing the following publications: ‘Synthesis by Country on Existing Amphetamine Type Stimulants Demand Reduction Data Collection Sources’ (2003); ‘Drugs and HIV/AIDS in South East Asia’ (2004); and ‘HIV/AIDS and Custodial Settings in South East Asia’ (2007). In her capacity at the Regional Centre, she has assisted the advancement of the United Nations Regional Task Force on Drug Use and HIV Vulnerability in Asia and the Pacific. Prior to UNODC, she worked for Medecins Sans Frontiers (MSF) in Hong Kong and Angola; Amnesty International in San Francisco; and the European Commission (on the areas of illicit drugs and Latin America) in Brussels. She has a Master of Arts in International Conflict Analysis from the University of Kent at Canterbury, UK, and a Master of Arts on Intercultural Management from School of Management (ICHEC), Brussels. Sonia completed her Bachelor of Arts in International Affairs at John Cabot University in Rome, Italy and at University of Washington, Seattle, Washington, USA where she also studied clinical psychology. Currently she is appointed as the Associate Adviser on HIV/AIDS at UNODC in Bangkok. Sonia is to assist the advancement of UNODC HIV programmatic areas on HIV/AIDS prevention, care, treatment and support amongst injecting drug users, in prison settings and as it relates to human trafficking in South East Asia.

**Magnus Björkqvist** is the Chief Operating Officer of Biosensor Applications has a Ph.D. in physics from R.I.T in Stockholm. He has a background as Director for several international technology focused companies in Life Science and Telecoms industry in the past. Since 2007 he is Chief Operating Officer for Biosensor Applications. The company is listed on the Stockholm Stock Exchange.

**Kristin Bølgen Bronebakk** is Director General in the Ministry of Justice in Norway, and has been Head of the Norwegian Prisons and Probation Service since 2003. Following her university studies in Norway, she took her Master’s Degree in General Administration at the University of Maryland, USA. Before taking her higher education, she worked in an advertising agency for four years. She started her career as a civil servant with the National Institute for Consumer Research, before joining the Ministry of Justice in 1985. Within the justice sector, she has worked with a number of issues, ranging from Polar Affairs to Civil Defence and Emergency Planning. She was Director General in the Department for Courts Administration before her present job with prisons and probation. Between jobs, Kristin Bølgen Bronebakk has been living abroad for 12 years, in Saudi-Arabia, Germany, USA and Belgium, and speaks English, German and French. She has been a member of the ICPA Board of Directors since 2006.

**Nick Brooke** is a former Prison Governor in England, Director of Prisons in the Cayman Islands, Prisons Adviser to Commonwealth Caribbean Countries for Prison Reform and Development and has has been involved in Prison Reform programmes in Europe and the South Caucasus.

**Loren Buddress** is Chief Probation Officer for San Mateo County, responsible for a staff of almost 500 a budget of $72 million. The Probation Department manages four divisions: the Adult Division, which supervises 6,200 adult offenders; the Juvenile Division, which supervises 1,650 juvenile probationers; the Institutions Division that runs the 180 bed Juvenile Hall, a 60 bed Boys Camp, and a 30 bed Girl’s Camp; and the Administrative Division, which oversees our budget, accounting, automation, personnel, and training/background investigations unit. We have recently opened our Youth Services Center, a $152 million dollar project. It has been described as a facility for youth and their families which is one of the finest juvenile facilities in the country, and one in which the youth and the families who go to the Center will be better off as a result of the experience. He has a BA Degree, So-
Bohuslav Burkiewicz graduated as a pedagogue. After he had been working for the Prison Service for more than thirty years he gradually promoted to the rank of the 1st Deputy Director General. Besides his major profession, he also lectured at the Palacký University. He worked as an expert of the Council of Europe in various countries, including Albania, Former Yugoslav Republic of Macedonia, Georgia and Azerbaijan. In 2007 ICPA awarded Bohuslav Burkiewicz for his contribution to the education and training of the prison staff.

Gilbert Enrique Caceres is Director General in the Prison and Rehabilitation service of El Salvador.

Tony Cameron is the President of ICPA. Tony Cameron has had a distinguished career in the public service both in Europe and in Scotland. In 1999 he was appointed Chief Executive of the Scottish Prison Service (SPS) following a period of some 30 years where he worked in the Ministerial Private Office in Edinburgh and London and in a variety of senior management positions in Finance, Food, Agriculture, and International relations where he negotiated as a member of the UK team in the European Union and chaired EU Council of Ministers’ Working Groups.

Stephen Carter founded Carter Goble Lee in 1974 and has more than 35 years of experience dedicated to the field of justice planning. He received his Bachelor’s Degree in Architecture from Clemson University and his Master’s Degree in Urban Design and Planning from the Architectural Association, London, England. Additional post-graduate studies were completed in Economics at the London School of Economics, in Transportation Planning at Imperial College, and in Sociology at the University of South Carolina. He is chairman and managing principal of Carter Goble Lee with offices in South Carolina, Georgia, California, Washington, DC, and Abu Dhabi. He is also vice-chairman of Ecover, Inc. in Los Angeles and Belgium. Mr. Carter has led consulting projects in more than 35 states and 300 counties involving public policy and plans. In the area of international justice projects, Mr. Carter has advised the Governments of Argentina, Australia, Bermuda, Canada, Ecuador, Israel, New Zealand, Northern Ireland, Peru, United Kingdom, United Arab Emirates, the Republic of South Africa, the Republic of Georgia, Singapore, and Venezuela. Mr. Carter regularly presents papers at national and international conferences on criminal justice policies, planning, and design. Internationally, he has been a guest lecturer in Beijing, Warsaw, Budapest, Perth, Buenos Aires, Cancun, Lima, Ottawa, Cape Town, Amsterdam, Vancouver, San Paulo, and London. Mr. Carter writes a regular column on criminal justice trends in Correctional News and is a contributor to the American Institute of Architecture Knowledge Communities publications, among other professional organizations. He has also served as a lecturer at several notable academic institutions, including among others Wakefield Training College in the United Kingdom; and the Harvard Graduate School of Design Professional Development Program for planning and design of correctional facilities. A founding Board Member of ICPA, Mr. Carter currently serves as Treasurer of the Association.

Emma Cassar currently works for Corrections Victoria, within the Department of Justice, in the position of General Manager, Marngoneet Correctional Centre. Marngoneet is a 300 bed medium security male prison. Emma manages all functional areas of the prison including custodial operations, vocational services, business and finance, clinical services and research/quality assurance. Marngoneet Correctional Centre operates as a treatment prison – with a focus on reducing re-offending. Emma has a Doctorate of Forensic Psychology from Melbourne University and has worked within Corrections Victoria as a Forensic Psychologist, Custodial Operations Manager, Clinical and Offender Programs Manager and Project Manager. Emma has also worked in a private practice for over four years, focusing on providing clinical supervision, organisational consultancy work, and management of an Employee Assistance Program. Prior to her psychological train-
ing, Emma managed several small businesses, and has lectured at several universities.

**George Centen** works for the Correctional Service of Canada.

**Julio Cesar Cepeda** is General Director of Correctional Services in the Argentina Federal Penitentiary Service.

**Harold W. Clarke** is Director of the Massachusetts Department of Corrections and President of the American Correctional Association. He was appointed to this position by Governor Christine Gregoire in 2005. Before this appointment, he was director of the Nebraska Department of Correctional Services. He had been appointed to this position by three different governors since he began his term in 1990. Since joining the Nebraska Department of Correctional Services in an entry-level position in 1974, Mr. Clarke held eleven different positions, giving him knowledge and expertise in areas ranging from correctional leadership to management of special inmate populations to design of correctional facilities. Mr. Clarke played a role in repealing Nebraska’s “get tough” legislation in the late 1990s and served on the Governor’s Task Force on Prison Alternatives from 1991 to 1993. He contributed to publications such as The State of Corrections, The Nebraska Sheriff, and Corrections Today. He was active in numerous civic and community groups, including the Lincoln Public Schools Foundation, Child Advocacy Center of Lincoln/Lancaster County, and the Lincoln Council on Alcoholism and Drugs. He has consulted for the National Institute of Corrections and other branches of the United States Department of Justice and has spoken about criminal justice issues both locally and nationally. Mr. Clarke has received awards from the Nebraska Correctional Association, the Nebraska Association of Substance Abuse Directors, and the Association of State Correctional Administrators.

**Mike Conway** works for Kalyx Services.

**Karel van Duijvenbode** works for the Dutch Correctional Agency.

**Gré Eleveld** works for the Dutch Correctional Agency where she is Manager of the Programme Reducing Recidivism in the Cluster Penitentiary Institutions Rijnmond-Rotterdam.

**Phil Emery** is Head of Learning and Skills in Kalyx Services.

**Vince Fletcher** is the Mental Health Promotion Coordinator in the Scottish Prison Service.

**Alasdair Forsyth** is the Senior Research Fellow at the Glasgow Centre for the Study of Violence (GCSV) at Glasgow Caledonian University, where he is currently funded by the Scottish Centre for Crime & Justice Research (SCJCR) as the senior researcher on their ‘Violence Risk & Public Health’ stream. He has over 20 years experience working in the field of alcohol and other drugs research. He is currently also the course co-ordinator of the taught post-graduate option Issues in Drug Use Research, on the Masters of Research (MRes) program, at the University of Glasgow.

**Michael H. Frawley** is the Design, Vice President of DMJM. He is a highly experienced and nationally recognized justice system professional who has devoted his 37 years of practice to the planning and design of justice facilities throughout the United States and abroad. His resume includes: serving for ten years as the only architect in the United States serving on the ACA Commission on Accreditation; past Chair of the National U.S. AIA Committee on Architecture for Justice; and multiple speaking and lecturing engagements for the American Jail Association, American Correctional Association, Correctional Accreditation Manager’s Association and at the AIA National Convention.

**Chris Frost** of East West Offender Management has been working on various prison projects in Eastern Europe for over 20 years.

**Robert (Bob) Gibson** is Director, CSSP, Corrections System Support Program - a US Dept of State/INL Program since 2005. This is the Department of State’s first program to directly assist a nation to develop its
corrections system. The CSSP works directly with the Ministry of Justice (MOJ) Central Prisons Directorate (CPD). The CSSP, as one of three members of the international secretariat of the Afghanistan Prisons Reform Working Group (with UNAMA, and UNODC) and provides direct assistance to the GOA in training, design and building, records management and automation, case management, administrative management, and counter narcotics issues, and more. After its first year the CSSP received an Award from the Dept. of State for providing “outstanding services.” Prior to this he was President of Preston Corp., for seven years, providing justice system analysis, strategic planning, information system development, and management services, “Local Justice Systems, Around the World.” Bob Gibson also worked for eight years (overlapping above) as a consultant for the National Institute of Corrections (NIC); Senior Associate for the Pretrial Services Resource Center; Technical Director for Vera Institute of Justice experimental INS project; Chief Executive and principal in Cadi Corp, a justice system software development company; Director, Fairfax District Court (VA), Court Services; Supervisor of Community Corrections, Adams County Sheriff’s Office (CO); and ten years with Alachua County Sheriff’s Office and Court Services (FL); and Officer, Florida Dept. of Corrections. Bob was raised in developing nations and worked on engineering projects in the 1970s in Laos and Afghanistan.

Heather Gourlay is the Health Protection Advisor in the Scottish Prison Service.

Oliver Gray works for A4E. A4e delivers Offender Learning and Skills Services (OLASS) in 32 prisons across England; working in partnership with each prison to develop tailored education and training for their offenders. The OLASS programme is overseen by the Learning and Skills Council. A4e works on their behalf to educate offenders and help them find employment on their release. OLASS forms a vital part of the prison reform programme and research has shown that improving the transition between offender release and their entry to employment programmes can make a significant impact on reducing re-offending rates. A4e is the largest supplier of New Deal services, delivered on behalf of Jobcentre Plus, across the country and is therefore strongly placed to deliver this joined up service. High quality education and training is supplemented by expertise and experience gained over 20 years of delivering employment training and opportunities.

Winie Hanekamp studied Social Work (from 1985 – 1989) in Ede. She worked in several children-homes as a social worker. In 1994 she volunteered as coordinator of Inland Agency, in California, a non-profit organisation, which among others develops programs to reduce violence in society. The program she helped implement was called “Peace Builders”. Schools implemented this program with the thought that children could make a difference. On her return to Holland, she again worked as a social worker in a professional foster home. Together with her husband she cared for 4 teenagers with behavioural or family-problems 24/7. In total nine teenagers were taken care of. From 2000 onwards she worked for two and a half years as a social worker in foster care. She gave support to families with 3 or more foster-children. In 2006 she became the national coordinator OKD for Exodus Nederland.

Richard Harding is the inaugural Inspector of Custodial Services for Western Australia. This position, akin to that of the UK Chief Inspector of Prisons, was established in 2000. Prior to taking up his appointment, Richard Harding has been Director of the Australian Institute of Criminology, a member of the Australia Law Reform Commission, a director of the national broadcaster (the Australian Broadcasting Commission) and the foundation Director of the Crime Research Centre at the University of Western Australia. Over the years Richard has had extensive involvement with the United Nations Commission on Crime Prevention and Criminal Justice and also with the Asia and the Pacific Conference of Correctional Administrators.
Nadia Harrison works for the Australian Capital Territories Correctional Service where she is a lawyer in the Policy Section in Canberra.

Don Head is the newly appointed Commissioner of Corrections in Correctional Service of Canada. Don has worked in both provincial and federal corrections all his life. He is a Board member of ICPA.

Avraham Hoffmann is the chairman of the Jerusalem’s Volunteers Organisations Council and board member of the National Council of the Volunteers Organizations. He is a Social Policy and Criminology Lecturer at the College of Judea and Samaria (Ariel). He is a member of the Council of the Israeli Prisoner Rehabilitation Authority (PRA). In October 2002 he retired from the civil service after serving it for over 19 years as the Director General of the PRA, since its foundation in 1984. As a state entity devoted solely to the rehabilitation of released inmates and their families, Mr. Hoffmann had constantly strived for co-operation between the different authorities and community services to enable greater chances for successful rehabilitation. He has developed innovative programs to suit the special needs of the different populations of released inmates (e.g. mothers with children, young inmates, and inmates that were incarcerated for violent behaviour toward their family). “Everyone has a right to a second chance,” is the Authority’s leading philosophy. The PRA offers help to all released inmates: men and women, Arab and Jews. Society is encouraged to take part in the rehabilitation of released inmates by helping them and shattering the stigma through special programs (“friendly employers”, the students-inmates shared housing program). Among his previous activities he was spokesman of the ministry of Labour and Social Affairs. He is chairman of the Executive Board of the Child’s Development Centre, Jerusalem, since 1995. He is a former member of the Executive Board and Council of the Anti-Drug Authority. In 1990 he received the Hazani Award for Social Work, and in 2007 he was declared “Man of the Year” by Israel Lions Association. He has published many articles (in English) about the different PRA programs. He was a commit-

tee member at the ICPA (International Corrections and Prisons Association) and an honorary member of the JPSI (Jewish Prisoners Services International, U.S.A.).

Martin F. Horn is Commissioner of the New York City Department of Correction, the nation’s largest jail system. He is also Commissioner of the New York City Department of Probation. He has extensive experience improving government operations and has held numerous executive posts, primarily in the criminal justice field. Under Horn’s leadership New York City changed its approach to status offenders, reducing by 70% the number of PINS (Person in Need of Supervision) petitions going to the Family Court. He also supported the creation of Esperanza, a major change in the City’s approach to juvenile delinquents, paving the way for a substantial restructuring of juvenile justice in New York. During Horn’s tenure the number of juvenile cases “adjusted” by Probation instead of going to Family Court tripled. He created the largest and most ambitious jail re-entry program in the nation. Under his leadership all sentenced inmates leaving the City’s jails are afforded meaningful discharge planning assistance and the opportunity to find a job immediately upon release. He has remade the intake process to insure all inmates possess the documents needed to work upon release, he has created systems to identify high frequency jail and shelter users and worked with the City’s housing and homeless services community to address the needs for housing of discharged inmates. Horn has continued to work to eliminate the introduction of drugs into prisons and jails by initiating New York’s first drug interdiction program including the first wide scale drug testing in the City’s jails. Prior to taking up his current post he served, from March 1995 until January 2000, as Pennsylvania’s Secretary of Corrections. He earned a bachelor’s degree in government from Franklin and Marshall College in Lancaster, Pennsylvania in 1969, and a master’s degree in criminal justice from John Jay College, City University of New York, in 1974. Horn is a member of the Board of Governors of the American Correctional Association and the 2005 recipient of the Michael Francke award.
from the Association of State Correctional Administrators.

Christine d’Hont is a psychologist. She is currently a governor working in the personnel section of her service’s Headquarters with responsibility for prison staff. Her previous responsibilities were working with internees and the Belgian government evaluation scheme.

Robert Hood is a National Security Specialist with GE Homeland Protection. He joined GE Homeland Protection with over thirty-three years of correctional experience at the local, state, and federal level. He retired from the United States Department of Justice, Federal Bureau of Prisons (FBOP), as warden of the United States Penitentiary “Supermax” in Florence, Colorado. He has significant experience with emergency planning and counter-terrorism initiatives. Robert began his career in criminal justice with the New Jersey Department of Corrections in 1974 as an instructor. He worked for the Texas Department of Corrections as an education supervisor before joining the FBOP in 1981. During his federal career, he held numerous positions of increased responsibility to include Chief of Internal Affairs, Assistant Director – Federal Law Enforcement Training Center, and warden of three major prisons in Arizona, Colorado, and Oregon. Additionally, he was the warden of a new private prison near his home in Colorado Springs, Colorado. Throughout his career, Robert Hood taught undergraduate and graduate courses in criminal justice studies at five colleges and universities. He served as a deputized United States Marshal and participated in international inmate transfers to England and Thailand. As a prison consultant, he assisted the Bureau of Indian Affairs (Corrections Division) with senior management development and organizational planning initiatives. He also provided assistance to the National Institute of Corrections by providing security-related training to wardens throughout the United States. Robert is a 1974 graduate from Rowan State University in New Jersey, where he earned a bachelor’s degree in education with a minor in corrections. He completed his M.Ed. in 1976 at Trenton State College and graduate studies in criminology and corrections at Sam Houston State University in Texas. Additional studies were completed at the University of Copenhagen in Denmark. Security Magazine recently identified Mr. Hood as one of the “Top 25 Most Influential People in the Security Industry,” and CBS aired a “60 Minutes” special on his ability to effectively manage the most secured prison in America.

Michael Houle has spent the past 22 years in various executive and senior management positions in both private and public sector environments. During the course of his past tenure, Mike has been responsible for capital project development, program planning, capital planning, leadership development, alternative service delivery project implementation and enterprise wide portfolio management. Mike’s recent experiences include a broad range of North American consulting engagements ranging from public private partnership project implementation and enterprise network planning to capital project business case development. With an MBA from the University of Victoria (Services Management) and an MA from Royal Roads University (Leadership), Mike is a frequent speaker and lecturer on alternative forms of service delivery and capital project development.

Lucian Hulpoi is a medical doctor, specializing in abdominal surgery. He has worked in Romanian prison system since 1999. Since 2004 he has been governor of Dej Prison Hospital. His main working area is managing health care services of inmate population. He is interested in health care standards, alcohol and drugs, treatment of psychiatric ill inmates. He has considerable expertise in medical facilities management.

Coleen Hunter-Zwarts works for Corrections Victoria, within the Department of Justice.

Hongsung Hwang is a correctional officer. He joined the correctional service as a junior correctional supervisor and now he is in charge of the “Inmate Court Appearances Division in Dae-gu Prison, which is a very large-scale prison with over 2,000 inmates and more
than 500 correctional staff. He is responsible for escorting inmates to and from Courts and Prosecutor’s Offices. He has Master’s Degree in the field of Criminal Justice.

Ole Ingstrup is the immediate past President of ICPA and the former Commissioner of Corrections of the Correctional Service of Canada. He has written extensively on corrections practice, leadership and organizational management.

Ruchipurna Jena is an Indian architect specialising in prison design.

Václav Jirička graduated in forensic psychology at the University Erlangen – Nuremberg, Germany. He was working for one year in the geriatric and mental health facilities in Sydney. Since 2004 he has worked as a psychologist in the Remand Prison Liberec and concentrated on offender diagnostics, risk assessment and treatment. At present he studies at Charles University in Prague with focus on the assessment and treatment with mentally disordered offenders. He is a member of the European Forum for Applied Criminal Politics.

Petr Juříček received his Master degree in social pedagogy at the Faculty of Education in Brno in 2002. Then he studied at the Philosophical Faculty of Charles University in Prague and graduated in social-psychological training for forensic practice. He acquired the both university degrees while working for the Prison Service of the Czech Republic where he has been employed since 1995. For seven years he has been working in the Kuřim prison. In 2004 he was appointed the Head of Imprisonment Department.

James Kessler is a recognized specialist in criminal justice architecture. As a Senior Principal in the Washington DC office of Hellmuth, Obata + Kassabaum P.C., he serves as the regional Justice Director. During his more than twenty-nine years at HOK, he has been the principal designer on numerous major correctional facilities. Some of these include: the Youth Services Center in Washington DC, the Mecklenburg County Jail Central located in Charlotte NC, the Wake County Public Safety Center in Raleigh NC, the Baltimore Central Intake and Booking Facility in Baltimore MD, the Fairfax County Adult Detention Center in Fairfax VA, the Fluvanna Correctional Center for women in VA, the Montgomery County Detention Center in Clarksburg MD, and the 1000 cell North Carolina Close Security Prototype which has been site adapted at multiple locations throughout the state. A graduate of the Yale University School of Architecture, Mr. Kessler’s design work has been published extensively. He has authored articles, including a chapter in the Planning and Design Guide for Secure Adult and Juvenile Facilities, and a section in the book Unit Management in Prisons and Jails. He has spoken at conferences for the American Correctional Association, American Jail Association and the International Corrections and Prisons Association. In 1998 he represented the United States at the international symposium on Prison Architecture held at the University of London. The paper he presented there is included as a chapter in the book Prison Architecture: Policy, Design and Experience.

Tomáš Koňák graduated from the University of Plzeň (BA) branch of cultural and social anthropology. Currently he is studying at Charles University in Prague, faculty of philosophy, specialization psychology (MA). He has been working for the Prison Service of the Czech Republic for six years. He is a therapist and his specialization is the treatment of drug addicts in therapeutic communities.

Ed Kropp is an educator and trained facilitator with an extensive background in executive management. His educational and facilitation skills have been used in numerous departments of the government over the years including the Department of Interior, Health and Human Services, Federal Bureau of Investigation, and the Drug Enforcement Agency to name a few. Prior to teaching for the University of Virginia, he had over 38 years of experience in the telecommunications industry. He has served as a Senior Manager for KPMG Consulting (Bearing Point) and Director of Commercial Telecommunications for Science Applications International Corporation (SAIC). He also has held vari-
ous senior level management positions at AT&T, one of which was managing the telecommunications and broadcast services for the 1996 Summer Olympics in Atlanta. Additionally, he is a decorated Vietnam War and Desert Storm veteran who served for 27 years in the United States Marine Corps Reserve before retiring as a Colonel. Ed is currently teaching graduate level courses in research, contract management, statistics, leadership, change management, communications, risk management, project management, and quality management at the Northern Virginia Center for the University of Virginia. He is also a volunteer for the Northern Virginia Literacy Council, an Executive Board Member of the National Capital Area Council, Boy Scouts of America, and a certified trainer for the Institute for Global Ethics. The list of major accounts for his consulting practice presently includes Science Application International Corporation (SAIC), Health and Human Services, Department of Interior (DOI), the National Rural Electric Cooperative Association (NRECA), MVM Inc., Beers and Cutler, DRS, Inc., and several other leading national companies. Currently, Ed volunteers his time in jails and prisons to teach literacy and do research on cognitive moral development. Prior to receiving his doctorate in Educational Leadership from the University of Virginia, he earned an MA from George Mason University, and a BA from Temple University. Ed also has a Certificate in Project Management (PMP) from George Washington University and is a member of the National Contract Management Association (NMCA).

Luděk Kula joined the Prison Service of the Czech Republic in 1986 and worked in various posts in the Remand Prison Brno. Besides his prison work he also studied psychology and graduated as a Doctor of Philosophy. In 1996 he was appointed the Governor of the Remand Prison Brno and in 2005 the Minister of Justice appointed him the Director General of the Prison Service of the Czech Republic. Luděk Kula is a member of ICPA and is very active in the field of international affairs, especially as regards the Visegrad Four (Czech Republic, Slovakia, Poland and Hungary). In 2006 the President of the Czech Republic bestowed him the rank Major-General.

Upneet Lalli is working as Deputy Director in the Institute of Correctional Administration (ICA), Chandigarh since 1999. This Institute is a training and research Institute set-up by the Government of India, Ministry of Home Affairs. I am a Psychologists and also a Law Graduate. Teaching experience in the University and presently working for training of police and prison officers of various States of India. A lot of research work in the area of Criminal Justice System particularly, Human Rights in Prison Management has been done by me. Various research projects have been undertaken on behalf of the Bureau of Police Research and Development (BPR&D), Ministry of Home Affairs and the Human Rights Commission. Have participated in International Conferences like Asian Pacific Conference of Correctional Administrators (APCCA) held in New Zealand (2006) and at Vietnam (2007). I have been a member of the National Committee to frame the Draft National Policy Paper on Prison Reforms and Correctional Administration. Published various research Papers and Articles in the Journals and Newspapers. I am also Editor of the Newsletter of the ICA.

Harley G. Lappin became Director of the Federal Bureau of Prisons in 2003. He is responsible for the oversight and management of the Bureau’s 114 institutions and for the safety and security of the more than 193,500 inmates under the agency’s jurisdiction. He received a B.A. degree in Forensic Studies from Indiana University in Bloomington, in 1978 and a M.A. degree in Criminal Justice and Correctional Administration from Kent State University in Kent, in 1985. He began his career with the Bureau of Prisons in November 1985 as a Case Manager. In 2004, he received the Presidential Rank Award of Meritorious Executive. Harley is a member of the American Correctional Association’s Standards Committee, which establishes the standards for the accreditation of correctional institutions nationally. He is also a member of the North American Association of Wardens and Superintendents.
Heleen Latooij works for the Dutch Correctional Agency.

Brenda LePage works for Correctional Service of Canada.

Alison Liebling is Professor of Criminology and Criminal Justice and Director of the Prisons Research Centre at the Institute of Criminology, University of Cambridge. She has conducted extensive research in prisons on suicides and suicide attempts, staff-prisoner relationships, incentives ad earned privileges, small units for difficult prisoners, the role of the prison officer, and measuring the quality of prison life. She has recently published articles arising from this work, and on conducting prisons research, in Punishment and Society, Criminal Justice, Theoretical Criminology and the British Journal of Criminology. She completed a book, Prisons and their Moral Performance: A Study of Values, Quality and Prison Life (Oxford: Clarendon Press), assisted by Helen Arnold, and an edited book on The Effects of Imprisonment with Shadd Maruna, in 2005.

Matt Logan is the Chief Executive Officer of Leaf. Leaf was set up in 2003 to support and promote the use of technology within secure establishments. Leaf provides a range of services from bespoke software delivering interactive learning materials to offender management software and on-site next day network engineering. Leaf has always attempted to provide reliable, robust and cost effective solutions to the problems of using IT in prison establishments encountered by governors, officers, tutors, colleges and prisoners.

Dan Lombardo has been the President and CEO of Volunteers of America Delaware Valley (VOADV) since 1988. VOADV is one of 45 agencies of Volunteers of America, a national faith based not-for-profit human services and development organization. VOADV, with over 230 employees, provides services to offenders in transition, people who are homeless, those with chronic mental illness, and other special populations. In 1998 alone, VOADV touched and often changed the lives of more than 15,000 people. In 1995 Mr. Lombardo led a project to retool all community correctional programs so that services would use evidence-based intervention strategies. Services are now based on risk and needs assessment with treatment strategies being cognitive/behavioral in design. Mr. Lombardo has a Bachelor of Arts in Sociology and Psychology and a Masters of Social Work from the University of Pittsburgh. He has served as the Regional Vice President of the International Community Corrections Association (ICCA), and was Co-Chair and Host Agency for the fist ICCA “What Works in Community Corrections” conference. He received a Gubernatorial appointment to the New Jersey Sentencing Policy Commission; appointed by the Mayor of Philadelphia to the Mayor’s Task Force on Management and Productivity; and was chosen by the Governor of New Jersey to serve as a member of the New Jersey Family Development Program State Advisory Board. Mr. Lombardo has authored numerous articles and has been the recipient of many awards for his work in the field of corrections.

Dov Lutsky is the Deputy Commissioner of the Israel Prison Service.

Mike Manisty has held a number of senior government posts within the England and Wales Prison Service. In September 2003 he was appointed Director of Corporate Affairs and later became Director of Offender Information Services for the newly formed NOMS (National Offender Management Service.), a post he currently holds.

Sarah Mann is Head of the Offender Assessment and Management Group in the National Offender Management Service, Ministry of Justice, in England and Wales. She was previously the head of the Interventions and Substance Abuse Group. Her unit has responsibility for NOMS policy in relation to offender assessment and management as well as for prolific and other priority offenders. She is a career civil servant who latterly has worked closely with the prison and probation services. She was a founder member of the team that had responsibility for planning the introduc-
tion of evidence based practice in 1998. From 1998 to 2001 she led the project that developed the joint prison / probation Offender Assessment System (OASys). Before that she was on secondment to the voluntary sector.

John P. May is a Board Certified physician in Internal Medicine, and Chief Medical Officer for Armor Correctional Health Services, a private correctional health care vendor based in Miami, Florida, USA. He is also the president of Health through Walls, a not-for-profit organization of correctional health care professionals, providing voluntary operational and consultative support for improving the health care programs in prisons of developing countries.

Barry Matthews was appointed Chief Executive of the Department of Corrections in 2005. Before this he was the Commissioner of the Western Australia Police Service. As Commissioner, he led an organisation of 5,000 police officers and 1,000 support staff, delivering policing services over the largest policing jurisdiction in the world. In addition, Barry was chair of the Australasian Centre for Policing Research as well as a Director on the Board of the Australian Crime Commission, CrimTrac, Australasian Institute of Police Management, National Crime Statistics Unit, the National Institute of Forensic Science, Leadership WA and Youth Focus. He served in the New Zealand Police from 1965 to 1999 of which the last four years was as Deputy Commissioner. He has a Masters Degree in Business Administration, Law Professional examinations, a Bachelor of Law Degree and a Diploma of Criminology, all gained at the University of Auckland. He is a qualified Barrister and Solicitor. In 1998 he became a graduate and member of the FBI National Executive Institute. As Chief Executive of the Department of Corrections Barry leads an organisation of more than 5,000 staff based at 141 sites across New Zealand. The Department manages community-based sentences and orders (such as community work and home detention) for over 41,000 offenders each year, and custodial sentences of around 7,700 prison inmates.

Tami Mazel-Shachar leads Elmo-Tech’s sales and marketing operations in the European and Pacific Rim markets. Ms. Mazel-Shachar has over 12 years of international sales, marketing and other customer facing activities. She is responsible for a comprehensive scope of governmental and business customers activities, as well as various product engineering internal interfaces. Ms. Mazel-Shachar holds a Bachelor of Arts degree in Arab Literature, Hebrew University, Jerusalem, and an MBA from the University of Manchester, UK.

David McCann is an ex-offender from Northern Ireland, who was sentenced to 8 years imprisonment in 2001 for a paramilitary connected offence. He was 17 at the time. While inside he took up the Award scheme, completing all three levels and achieving his Gold Award in 2007. David speaks eloquently and powerfully about how doing the Award in prison changed his life permanently and has left him a positive and contributing member of society today.

Tom McGonigle is an inspector in Criminal Justice Inspection Northern Ireland. He transferred to CJI from the Social Services Inspectorate where he had been Inspector of Probation and Offender Services since November 2003. He led CJI’s first major thematic inspection on the management of sex offenders in Northern Ireland, which reported in March 2005. He has inspected aspects of Probation practice and governance, as well as adult and juvenile custodial facilities. Tom joined the Northern Ireland Probation Service in 1980, and worked in a range of fieldwork, custodial and community development settings, as a practitioner and manager. He became Deputy Director of St Patricks Juvenile Justice Centre in 1996, and joined NIACRO as Director of Operations following the closure of St Patrick’s in 2000. Tom is particularly interested in international prison comparisons, and has visited prisons in different countries. He is a strong supporter of CJI’s collaborative approach to inspection, which aims to help agencies view inspection as a positive contribution to their organisational practice and development.
Ken McKellar joined the CGL Team as a Corrections and Criminal Justice Consultant in 2006. Mr. McKellar brings more than 34 years of experience in corrections consulting and operations. Since joining CGL he has served as a principal planner for the recently completed Idaho Corrections Master Plan. He also assisted with the preparation of the Correctional Best Practices Benchmarking Analysis and conduct of a week-long training workshop for the Northern Ireland Prison Service. During 2005 and 2006 Mr. McKellar served as the Senior Corrections Advisor (subcontract employee of MPRI under contract with the Department of Justice) for the Department of Justice, ICITAP, Prison Program at the U.S. Embassy in Baghdad, Iraq. Directed the overall ICITAP training program throughout all of Iraq for the Iraqi Corrections Service (ICS) and Kurdistan Corrections system. Supervised 70 correctional trainers. Advised and mentored the Minister of Justice along with the Director General of the ICS on developing a safe, secure and humane prison system. Prior to assuming the Senior Corrections Advisor position in July 2005, he served the first half of that year as the Deputy Director for Administration and managed the administrative operations which included the Iraqi Corrections Service (ICS) Training Academy, Construction, Policy Development, Internal Affairs, Intelligence and Audit Units, along with the Procurement and Budget Units. Served as the liaison with the ICS and Iraqi Reconstruction Management Office (IRMO) assisting in the construction/renovation of new and existing correctional facilities. Ken McKellar was with the South Carolina Department of Corrections (SCDC) for more than 31 years as a central office administrator and institutional warden before finally rising to Deputy Regional Director supervising the wardens of 15 institutions.

Bill McKinlay joined the Scottish Prison Service in 1971 as an officer at HM Prison Peterhead. He has served in Perth, Glenochil Prisons and Edinburgh Prison and was Deputy Governor at Longriggend Remand Unit. He held the position of Head of Senior Management Training at the Scottish Prison Service College and Deputy Director Custody at the Scottish Prison Service Headquarters. He chaired the UK National Standards Group for the development and introduction of Custodial Care Standards throughout the United Kingdom and is a Director and Board member of Skills for Justice UK. He is also chair of the Scotland Country Group. Bill has been a Governor-in-Charge at Dungavel Prison, Polmont Young Offenders Institution and Shotts Long Term Maximum Security Prison. He is presently Governor of Barlinnie Prison. He has a BA in Social Studies. Attended the first full time academic Alcohol and Drug Course run at the then Paisley College and worked for the Scottish Council on Alcohol on a voluntary basis for a number of years. He is member of the Chartered Management Institute.

Andrew McMenamin has worked for the last seven years as Head of Operations for the International Association of the Duke of Edinburgh’s Award, a successful and long-established development programme for all young people aged between 14 and 25. His background is in education, mostly in non-formal settings, working as a Youth Officer, Youth Support Worker, Director of Outdoor Education, and Development Officer. Although he has never worked in a secure institution, he has worked directly with “at-risk” youth in Ireland and Australia, and has worked alongside colleagues from the police and youth justice sector. He is particularly interested in the success the Award has shown in reaching young offenders and in changing their mindset, raising their self-confidence and helping them to reintegrate into their communities with greatly reduced recidivism. He wants to share examples and stories from around the world and see the Award offered to many more young offenders.

Susanna Menis was born in Italy but spent her early youth in Israel. She completed her Masters Degree in Law at the University of Bologna in Italy and obtained a Master of Science in Criminology & Criminal Justice at the University of Surrey in England. She is currently studying for her PhD at Birkbeck College, London looking at the custodial system for women.
**Hans Meurisse** started his career at the Belgian Justice Department in 1986 at the Criminal Investigation Department as an expert in the prevention of fraud. In 1999 he became prison governor in Ghent and was responsible for the execution of decisions on the operational level and judicial decisions concerning the deprivation of liberty with reference to detention orders. Since 2006 he has held the post of the Director-General of the Belgian prisons facilities.

**Martina Míčová** obtained her Master degree at Charles University in 2005. Her dissertation thesis dealt with human resources and levels of education. She has been working as a special pedagogue in the largest female prison in the Czech Republic for 3 years. Her professional work is focused on the treatment of juvenile female convicts, pre-release prisoners and on solving daily problems. She participates in preparation of treatment programs, conducts educational and special educational activities and prepares special groups of convicts for self-supporting life.

**Tom Minkenberg** works for the Dutch Correctional Agency.

**Olisola Ogundipe Mni** comes from Nigeria.

**Lenka Moravcová** works for the General Directorate of the Prison Service of the Czech Republic as a drug coordinator in the Department of Detention and Imprisonment. She graduated from Jan Evangelista Purkyná University in Ústí nad Labem and at the present, she is studying social pedagogy at Charles University in Prague.

**Flavia Nabugere Munaaba** from Uganda is a social-legal expert with extensive managerial, research and work experience in the field of law, gender, development, HIV/AIDS, Human Rights, proposal writing and development, project management, policy action research, poverty matters and other social and policy concerns. She holds both graduate and postgraduate qualifications in law including Women’s Law, personnel management, resource mobilization, and fundraising. In 2001, she successfully completed the requirement for an award of a Master of Philosophies Degree in Law at the University of Zimbabwe. Recent work includes: initiating and spearheading the implementation of the Public Defender Project for the Public Defender Association of Uganda (an Organization for legal defence of the poor), lectures in Gender and the Law, Gender and Human Rights and Gender and Violence at Makerere University Faculty of Social Sciences; Department of Women and Gender Studies, research study on Legal Issues in Protecting the Rights of Orphans in Uganda (Commissioned by the ARCH Project on Orphans: Boston University School of Public Health; USAID funded study).

**Dorin-Gabriel Muresan** has worked for the Romanian Prison Service from 1997, working mainly in the security sector. He has a Masters degree in Community Justice Administration from the Tiffin University of Criminal Justice (2001). His professional interests include: the ‘healthy prison’ concept; deaths in custody, suicide and self-harming behaviours in custody. He has extensive expertise in staff training.

**Mike Murphy** is Vice President of Marketing and Business Development for Management & Training Corporation (MTC), a private corrections firm located in Centerville, Utah. MTC is one of the largest adult private prison firms in the world responsible for over 11,000 inmates in 13 correctional facilities located in the US, Canada, and Australia. Mike has over 25 years experience working in the private corrections industry in both senior operational and business development capacities. Mike currently handles MTC’s Marketing, Government Relations and all international business development projects. He has worked with governments in Australia, Canada, Costa Rica, South America, Israel, the United Arab Emirates, and the UK developing large-scale prison facilities.

**Herb Nahapiet** is Chairman of Kalyx Services, having led Nahapiet as Managing Director since 1994. In that time the company has established a reputation for strong values and grown a business designing, building, financing and currently operating 4 prisons, an
immigration removal centre and 2 half-way houses for drug abusers in the UK. He is also the Sodexho Worldwide Market Champion, during which time 3 new prisons have been designed, built and financed and are now operating in Chile. He is also Vice Chairman of the Koestler Trust, which is a charity promoting arts for offenders, in the community, or custody, through an annual competition and exhibition. He was awarded an OBE by the Queen for this work in 1997. He has written and given many papers and presentations in the arenas of Corrections and Construction. In the latter he was awarded the Queen Elizabeth Scholarship and written a book, papers and reports, some with his wife. He is also a chartered civil engineer and a Visiting Professor at the Bartlett School of Architecture at University College London.

Simon Newberry started his career working for Aldi, the German discount grocery retailer within the UK ending up as the Administration & Finance Director for the NE division. After this he joined A4e, a private training provider as a Regional Manager in London managing 7 different offices. After a two year sabbatical to complete his MBA from the Australian Graduate School of Management in Sydney he re-joined A4e. Initially working as an Operations Director Simon now heads up their Offender Management Division as the CEO. The division manages the learning and skills delivery in 32 UK prisons and runs various community based ex-offender programmes employing circa 600 people.

Roy Newey is Group Director A4E. He founded his first business at just 22 years of age and built an enterprise over the next ten years that employed over 450 staff and turned over £5m. Roy took the decision to sell his business and went on to become the Deputy Chief Executive of Merseyside Training & Enterprise Council (the forerunners for the Learning and Skills Councils) and Business Link. Roy took up the role of non-executive Director at A4e in 2000 and played a significant role in developing A4e’s approach to delivering business support services under the Business Link brand and is now leading A4e’s international development. Roy played an integral role in the successful exportation of A4e’s welfare to work policy, liaising with senior politicians and policy makers, as well as local community groups and programme beneficiaries in Israel, France, Germany and Poland. Roy is internationally recognised as an expert in the field of economic regeneration.

John Nurse is the Superintendent of Prisons in the Barbados Prison Service. He is a member of the Board of ICPA.

Aniele Nwosu comes from Nigeria.

Jose Ogando is the Director of the Puerto Plata Correctional Centre for Rehabilitation.

Tola Ogundipe comes from Nigeria

Jose Patricio Patino is the Mexican Federal Public Safety Assistant Secretary.

Tim Payne Business Development, NEC Australia

Ken Pesso is the Probation Services Manager in San Mateo County Probation Department.

Michal Petras is a university educated employee of the Department of Detention and Imprisonment of the Czech Prison Service, where he is responsible for work of educators, sentence planning, and risk and needs assessment. During 2004-2006 he was the coordinator of the projects on the parole system run together with the Probation and Mediation Service and partners from the United Kingdom and Finland and on the preparation of release the offenders funded by the European Social Fund.

Rob Platzbeecker works for the Dutch Correctional Agency where he is Director of the Prison Cluster Limburg-South. He is works full-time with the management of the chain between prisons and municipalities.

Frank Porporino has a Ph.D. in clinical psychology from Queen’s University and has specialized for more than 30 years in the application of sound research
knowledge to correctional and criminal justice practice. In 1998, he was awarded the American Correctional Association Lejins Award and in 2003 the International Community Corrections President’s Award for his career contributions to research and program development in the field of corrections. He is a Board member of ICPA.

**Jirí Pospíšil** studied at the Faculty of Law of the University of West Bohemia in Plzen where he also obtained the degree of Doctor of Law. In 2000 he entered politics and in 2002 he became a member of the Chamber of Deputies of the Parliament of the Czech Republic and was re-elected in 2006, and in the same year was appointed the Minister of Justice of the Czech Republic.

**Indira Ranamagar** is a human rights worker and was recently honored as one of the 50 most influential women in Nepal. She was born in eastern Nepal to a landless poor family. As a young child, Indira was not given the opportunity to go to school. But she was determined, using sticks and the dusty earth outside her home to learn to read and write. Indira’s determination and passion for education finally got her admitted to Grade 5 at a nearby school. Since that day there has been no turning back for Indira. She collected change from her colleagues to buy kerosene for light in order to study collectively while still in school. She finished first in her class and later managed to continue her education in a nearby town. She combined studies with domestic work to earn the pennies to keep going. Indira became a school teacher and later started literacy classes for women in the village. In 2005 Indira started Junkiri, a creative, alternative learning program for children who suffer from histories of abuse, neglect and other experiences that impair their ability to learn in traditional schools. Some also have learning disabilities. Junkiri currently consists of two classrooms with 23 students, most of whom live at the PA-Nepal home, and some from the local community. To make sure village children do not experience the same deprivation she faced as a child, Indira recently opened another school, Village Junkiri, in her home village. Village Junkiri offers a practical curriculum that includes reading, writing, math, health, hygiene, and farming. Junkiri students also learn to help others and teach what they learn to their families and to the community. Both schools are unique and serve as models for the kind of education needed by many children in Nepal. In 2005, Indira was awarded an Ashoka Fellowship for her work in the Human Rights field. In 2006, Indira was named one of the 50 most influential women in Nepal for her work as an advocate for “the rights of the most vulnerable groups of people.” Indira has been selected as a member of the National Project Consultant Committee of the Department of Prison Management, and she is an active member of the Network for Children, Prisoners and Dependents. PA-Nepal and Junkiri receive extensive support within Nepal and internationally.

**Denise M. Robinson** is the president and CEO of Alvis House. She is recognized as an outstanding corrections practitioner. Robinson is a Commissioner for the Commission on Accreditation for Corrections; serves on the board of the International Association of Re-entry; is a past president of the International Community Corrections Association (ICCA) and also serves as the ICCA representative to the American Correctional Association’s Delegate Assembly. She was recognized as one of YWCA’s Women of Achievement in 2008 and she has also received awards for her work in community corrections from state correctional associations. Denise holds a Bachelor’s Degree from The Ohio State University.

**Persida V. Rueda-Acosta** is the fourth and youngest Chief Public Attorney in the Philippine Public Attorney’s Office (PAO). She is an alumna of the University of the East College of Law. On top of the many awards given to her by government offices and private groups in the Philippines and abroad in 2004 she was given the LINGKOD BAYAN AWARD, which is the HIGHEST PRESIDENTIAL AWARD FOR PUBLIC SERVICE. Her Gusi Peace Prize (Asian equivalent of Nobel Peace Prize) and Asian Public Intellectuals (API) Senior Fellowship from the Nippon Foundation of Tokyo, Japan, have recognized her ardent commitment to free legal
aid, human rights, and world peace. She is internationally also acknowledged her expertise in free legal aid and public service, hence the invitations as resource person abroad.

**James Ryan** is Chief Executive of the Australian Capital Territory Corrective Services. He assumed this appointment in 1997. He was previously the Managing Director of a private correctional company with custodial contracts in several Australian jurisdictions and prior to that an assistant commissioner in NSW Corrective Service.

**John Rynne** is a registered psychologist, member of the Griffith University, Key Centre for Ethics, Law, Justice, and Governance, and a lecturer in the Business School. He has an extensive corrections history with operational and management experience. He completed his Ph.D. on prison privatization and its impact on public sector reform in the School of Criminology at Griffith University. His current research is in Aboriginal imprisonment and prison quality.

**Robert Santana** graduated with honors from the Faculty of Juridical and Political Sciences of the Autonomous University of Santo Domingo, UASD; and BA in Political Science. He has been Professor at the Faculties of Law and Political Science, and Faculty of Humanities in the areas of Political Development, History of Political Ideas, Philosophy and Politics in the Dominican Autonomous University of Santo Domingo since 1981. He was Founder Director of the National Penitentiary School in the Attorney General’s Department and still heads the School. He is also a Member of the Coordinating Unit for the implementation of the Model Prison Management of the Dominican Republic.

**Howard Sapers** was appointed as Correctional Investigator of Canada in 2004. Previously, Mr. Sapers was the Vice-Chairperson for the Prairie Region of the National Parole Board of Canada. From 2001-2003, he held the position of Director of the Crime Prevention Investment Fund at the Department of Justice, and from 1993-2001, he served in the Alberta Legislative Assembly as health critic, treasury critic and acting leader of the Official Opposition. He was employed by the John Howard Society of Alberta from 1982 to 1993, serving as the Society’s Provincial Executive Director for the last seven of those years. Mr. Sapers has received numerous accreditations for his significant contribution to the community-at-large and for his pursuit of social justice and social development.

**Dr. Jayadev Sarangi** is currently Prison Expert at the United Nations Office on Drugs and Crime, Regional Office for South Asia, is a serving civil servant with Government of India on secondment to UNODC. He has rendered 25 years of service in various capacities in the Government of India and the United Nations. During his tenure as Executive Magistrate, Superintendent of Prisons, DIG and acting head of Delhi prisons, he has contributed to prison systems and management for more than two decades. He is actively associated with number of NGOs working in the fields of Crime prevention, Custodial Reform and Drug/HIV prevention. In addition to his contribution to various workshops/seminars/trainings at National and International levels, he has a number of publications to his credit. He has visited various prison systems in and around the world and has been guest faculty at reputed Institutes. He has facilitated number of training programmes in countries of South Asia in the field of Prison Reforms, Human Rights and prevention of Drugs and HIV leading to capacity building of more than 26,000 persons in the prison community and rolling out of interventions in 26 prisons across South Asia. He holds a Ph.D. from the Indian Institute of Technology, New Delhi (thesis: “Factors Related to the Effectiveness of Correctional Organizations”) and a Masters degree in Sociology from the Department of Sociology, Delhi School of Economics. Jayadev was the first UN Fellow on Prison Reforms in the year 1995 at the Crime Prevention and Criminal Justice Branch in UN Vienna.

**Martin Seddon** of East West Offender Management has been working on various prison projects in Eastern Europe for over 20 years.
Lesley Ann Van Selm is from South Africa.

Peter Severin is Chief Executive in the Department for Correctional Services, Government of South Australia.

Carol Shapiro is a nationally known innovator in the field of criminal justice. Over the past 30 years, she has devised numerous approaches to improving public safety and family well-being in the fields of drug abuse, mental health, housing, and law enforcement. As the Founder and President of Family Justice, a national family-focused justice reform agency, Carol serves as an advisor to many governmental and citizen sector initiatives. Additionally, she provides technical assistance and consulting services on policy, planning, and implementation of social justice reform initiatives to federal, state, and local governments, not-for-profit organizations, and the media. In 2001, Carol was recognized as a social entrepreneur by being named an Ashoka Innovator for the Public Fellow. In 2002, Family Justice’s neighborhood family support center La Bodega de la Familia, in partnership with the New York State Division of Parole, was named a winner of Harvard University’s Kennedy School of Government Innovations in American Government Award. Carol is also the recipient of the 2006 Maud Booth Correctional Services Award from Volunteers of America and one of ten 2006 Woman to Watch Awards from Jewish Women International.

Randy Shively is the Vice President of clinical services at Alvis House. He has designed and implemented various clinical processes at the agency. Randy’s professional expertise is in the areas of substance abuse, sex offender treatment, cognitive behavioral management, and working with offenders who have developmental disabilities. He holds a Bachelor’s degree in Psychology from Ohio Wesleyan University and a Ph.D. in Developmental Disabilities (MR) from The Ohio State University. Randy has published a number of articles about providing effective treatment services in community corrections settings and have made presentations at the State, National, and International levels.

Richard Sikani is Commissioner of Corrections in Papua New Guinea.

Milena Šimčáková is a special pedagogue who has been working with prisoners in the Prison Ostrava-Hermanice for 12 years and her work concentrates on special surveillance of mentally disordered prisoners. She has participated in numerous projects in the field of educational programs and ergo-therapy. She cooperates with the KIWANIS club, manages the textile dolls making for children in hospitals and wood toys for kindergartens. She has also helped to arrange exhibitions and international competitions of prison art.

Adam Široký acquired his Bachelor degree in marketing and management in 2007 and since 2005; he has been working for the Prison service of the Czech Republic in the Remand Prison Praha-Ruzyné. For the very first two years of his professional career he was working as a prison guard with responsibility for the security in the prison, at present he is a member of the Judicial Guards that is responsible for security in buildings of the Ministry of Justice, courts and state attorney’s offices.

Pavla Skybská has been working for the Prison Service of the Czech Republic since 2005 as a prison guard.

Gabriela Slováková graduated from Masaryk University in Brno in psychology and social science. She has been working for the Prison Service for five years. She was involved in the training of the prison staff and in several international projects e.g. Teachers Teaching in Prisons (TTIP) and others. As a member of a research department, she participated in several national surveys. During her current Ph.D. studies at Masaryk University, she focuses on the treatment of juvenile and young offenders. At present, she works at the headquarters of the Czech Prison Service and is responsible for international and public relations.

Isabelle Storme is a psychologist working as an advisor with the Belgian Prison Service where she is involved in the daily management of the Service’s psycho-social service and quality assurance systems. Until last year,
she was project leader for the new national government evaluation system. She has considerable experience in personnel and in Business Process re-engineering systems.

**Gary L. Sturgess**, has been Executive Director of the Serco Institute since January 2003, responsible for its research and publication agenda. He is a prominent exponent of diversity and contestability in public services and played a key role in the establishment of the Public Services Strategy Board at the Confederation of British Industry (CBI) and the Services Forum of Infrastructure Partnerships Australia. He is former Cabinet Secretary in the New South Wales state government in Sydney, Australia, where he acquired a reputation for promoting innovative reform and in 2005, he was awarded the Order of Australia for services to government. Gary was a non-executive director of Serco Group plc from 1993 until 2000, when he moved to the UK and joined the company as a senior executive.

**Antonín Sůva** is a head–teacher at the Institute of Education of the Prison Service of the Czech Republic and he is involved in professional training of both the uniformed and the civilian prison staff. He teaches pedagogy, imprisonment and professional ethics to the recruits and he leads specialized courses for professionals on human rights and supplementary pedagogical education. Within the framework of the cooperation with public schools and universities, he lectures social pathological phenomenon at the Technical University in Liberec and basics of communication and rhetoric at the University of Physical Education and Sports PAL-ESTRA in Prague.

**Mariusz Sztuka** gained a Master of Arts at the Institute of Education; Jagiellonian University, Cracow in 1992. From 1992 to 1997 he was a correctional officer. In 1999 he gained his Ph.D. in Education at the Faculty of Philosophy; Jagiellonian University, Cracow. His thesis was on The Possibilities Of Self-Development Of Prisoners - Members Of Mutual-Help Group. From 2002 – 2006 he was lecturer, Section of Correctional Treatment, Institute of Education, Jagiellonian University, Cracow. He has over 20 publications on the issue of social maladjustment and correctional treatment.

**Simon Taylor** is Commercial Director for Kalyx Services where with responsibility for business development and all aspects of commercial and contract management.

**Rien Timmer** is CEO of the association Exodus Nederland. Exodus, founded by different christian pastors of the prison-system in the Netherlands, developed a program for former prisoners, focused on the issues of housing, working, stimulation relations and motivation/inner awareness. Exodus nowadays has 280 payes workers and 1600 volunteers, reaching thousands of (ex) prisoners. Rien Timmer is a business economist. After his study years and the Amsterdam Free University (1983-1989) he worked for a national employers association (1989-1994), was manager of a private company in social affairs (1994-1996), and was manager of an nationwide labour union (1996-2003). Since 2003 he has been Exodus' CEO. Rien has published various articles. Apart from his work for Exodus, he is confidential advisor for the PGGM pensionfund.

**Jens Tolstrup** is Regional Director Local Prisons, Danish Department of Prisons and Probation. Recently he completed four years as Executive Director Northern Territory Correctional Services, implementing reforms in both prisons and Community Corrections. He has worked more than thirty years in the Danish Correctional System, mainly in positions as Director of open and closed prisons and at the same time doing international work for the Council of Europe and the Royal Danish Ministry for Foreign Affairs in, for example, Azerbaijan, Israel and South Africa. He has been a member of ICPA since the foundation of this organisation and holds Masters of Political Science and Arts.

**Herta Toth** graduated from the Budapest University of Economics in 1993. Between 1994 and 1998 she was a volunteer worker at the NGO of NANE supporting those women who suffer from domestic violence. In 2002 she got her MA in gender and cultural studies at
the CEU, and enrolled in the PhD program of the Sociology and Social Anthropology Department of the CEU in 2003. Her research interests are equal opportunity policies and equal opportunities in organizations, domestic violence, work-life balance, and the connection between prisons and social exclusion. She is currently the Secretary of the Hungarian Women’s Lobby, member of the Hungarian Council for Women’s Representation, and works as the program officer of the Human Rights and Governance Grants Program at the Open Society Institute. Herta was the lead researcher in the comparative research project on Women, Integration and Prison: Analysis of the Processes of Socio-Labour Integration of Women Prisoners in Europe at the CPS between 2002 and 2005.

Susan K. Urahn is managing director of Pew Center on the States at The Pew Charitable Trusts. Sue oversees the Trusts’ work in early education, research and development, and other state-based initiatives, such as government performance, corrections and election reform. Sue began her tenure at The Pew Charitable Trusts in 1994 as a program officer in the Planning and Evaluation department. She became director in April 1997. During her tenure, Sue and her staff developed and introduced new methodologies to measure and strengthen the effectiveness of the Trusts’ approach to results-focused strategic philanthropy. She became director of the Education program in 2000. Over the next seven years the program evolved to include other state policy work, and in 2007, it was renamed Pew Center on the States to reflect its broadened focus. Currently, Sue manages a portfolio that advances policy solutions at the state level and has an annual budget of $40 million. Sue joined the Trusts with more than a decade of experience in educational evaluation and policy research. She arrived from the Research Department of the Minnesota House of Representatives, where she staffed the House Education Committee and Education Finance Division and conducted policy analyses of many education programs, including open enrollment, postsecondary enrollment options, and charter schools. In addition to her legislative experience, Sue conducted higher education policy research at the University of Minnesota. She has authored several technical reports on educational programs and issues. Sue holds a bachelor’s degree in sociology and a doctorate in education policy and administration from the University of Minnesota.

Evelyne F. Vallières professor at Télé-université (Université du Québec in Montréal) since 1999. She worked as a research manager for Correctional Service of Canada in 1992 and 1993. She has been working for the last three years with other researchers from France, South Africa and Ivory Coast on risk behaviours related to STI and HIV among ex-offenders.

Martin Váňa graduated as a special pedagogue and has been working for the Prison Service for more than 24 years. At present, he is the Director of the Vocational Training Centre of the Prison Service. During years 2002 – 2004, he has been the Deputy Project Leader of the Phare project Enhancement of the Professional Level of the Czech Prison Service organized in cooperation with the Dutch Prison Service. He is a member of the European Prison Education Association (EPEA). He has been active in international penitentiary projects in Georgia and Azerbaijan.

Jaime Vilanova works for the Direction de l’Administration Penitentiaire in Haiti, which is part of the Ministry of Justice and Public Security.

Daniela Voláková graduated from Masaryk University in Brno as a Master of Psychology in 2007. She has been working for the Prison Service of the Czech Republic as a psychologist since August 2007. She is involved in the research of the long-term users of cannabis drugs.

Tineke de Waele is a criminologist who works for the Belgian Prison Service where she is a prison governor. She has considerable experience in managing prisons and was also recently involved in national government evaluation programme.

Elizabeth White is the Executive Director of the St. Leonard’s Society of Canada, a position she has held.
since 1996. The Society is the policy and collaborative forum for affiliate agencies which have provided an innovative range of community corrections and crime prevention programs for more than 40 years. The Society has led the country in designing and implementing programs and services for life sentenced persons both inside of prison and on parole. She is a graduate of Windsor Law School, called to the Ontario Bar in 1980 and spent 10 years in private practice in Toronto. She served as Executive Director of the Council of Elizabeth Fry Societies in Ontario from 1989-1995. During that time, she co-chaired the Ontario Correctional Service Task Force on Women’s Issues. Their report, “Women’s Voices, Women’s Choices was issued in 1995. Elizabeth sits on the Boards of the National Associations Active in Criminal Justice and the Canadian Criminal Justice Association and is a member of the Ontario Ministry of Community Safety and Corrections Advisory Committee and the Lifeline National Steering Group. She has participated in various working groups of the Correctional Service of Canada, particularly those concerning community correctional centres and halfway houses. A present preoccupation is on collaborative research on the effectiveness of halfway houses and community interventions for the mentally disordered. She is a member of the International Community Corrections Association and recipient of its President’s Award.

Claire Wiggins is Head of MAPPA/Sex Offenders Section. Claire Wiggins has a BA (Hons) in Social Administration, a MSc (Social Work) and a Certificate in Qualification of Social Work. She has worked in the criminal justice system in both the statutory and voluntary sector for 20 years. She has undertaken research in Czechoslovakia into the treatment of drug users in the Criminal Justice system and worked in the drug treatment sector as a practitioner for a number of years. Claire worked as the standards and accreditation manager at the National Treatment Agency for two years. The main part of her career, however has been with the probation service as a practitioner, middle and senior manager. She was seconded to the then NPD in 1998 to develop a suite of accredited programmes including those for drug users, sex offenders and drink drivers. Claire returned to NPD as head of the intensive interventions team, where she had responsibility for drugs, alcohol, young adult offenders, street crime, persistent and other priority offenders and the Intensive Control and Change programme. She has recently moved to the NOMS Public Protection Unit where she is responsible for Domestic Abuse, MAPPA and management of sexual offenders.

Diane Williams was named President of Safer Foundation in February 1996. The Safer Foundation is one of the nation’s largest private non-profit providers of social services, education programs and employment training and placement exclusively targeting people with criminal records. Under her leadership the Safer Foundation has incorporated the “What Works” principles adopting evidence based program designs and evaluations. Under contract with the Illinois Department of Corrections, Safer manages two large adult transition centers with a total of 550 beds. University research acknowledges the success of these programs through low recidivism rates—Safer’s employment program boasts a 27-percentage point differential when compared with the same year Illinois State prison releases. Diane Williams has an undergraduate degree in Education. She also has an MBA from Northwestern University’s Kellogg School of Management. She has over 20 years of management experience in the telecommunications industry. Since her appointment to the Safer Foundation, Ms. Williams has served in consulting roles for the U.S. Department of Labor, Department of Justice, Department of Health and Human Services, Department of Housing and Urban Development, the Council of State Governments Re-entry Initiative and the National Treatment Plan Criminal Justice Workgroup of the Center for Substance Abuse Treatment. She is a member of the National Institute of Corrections Advisory Board, the Illinois Institute of Corrections Advisory Board, the Illinois Workforce Investment Board, the Governor’s Statewide Task Force on Reentry and is frequently called upon by The Urban Institute and other agencies to lead and participate in re-entry programs and planning.
Anita Wilson is a prison ethnographer who has studied the nuances of ‘everyday’ prison life in Europe and North America for over 16 years. While grounded in academic research, her work has been taken forward and applied in practical ways to prison education, staff training, and the use of the creative arts in prison. She has a particular interest in how the built environment of incarceration impacts on the daily lives of those who live and work in prisons. In 2002, her training pack ‘Working with Women in Custody: Multi-Disciplinary Training for Custodial and Non-Custodial Staff’ was given the ICPA Management and Staff Training Award.

Malene Windfeldt is a psychologist whose work involves educating and supervising the facilitators and program design.

Ed Wozniak is the Executive Director of ICPA. In addition to his role with ICPA, he works with the Scottish Prison Service (SPS) where he previously had responsibility for its research, statistics and business performance functions. Within SPS he retains responsibility for SPS’s international relations. He is Secretary to the International Roundtable for Correctional Excellence and Chair of its Research Taskforce.

Andreas Wullen is manager of Business and Security Systems at ACTCS, Australia

Ali Akbar Yassaghi is Head of Iran Prisons Organization. He is a member of the Supreme Court of Iran and Head of Khorasan Province Justice Department. He holds an MA in Management and Education in the field of Jurisprudence, Persian and Arabic literature, philosophy and logic.
Prison Visits

Organizational Hints

You are not allowed to take mobile phones, weapons (including knives), alcohol and medicines – neither pills nor liquid – into the prison.

You are allowed to keep a camera, however you are not allowed to take pictures of prisoners and/or of any security equipment. We recommend consulting your responsible person before taking any pictures.

Do not forget to keep your ID document, the number of which you put on the Prison Tour Registration Form!

Do not forget to wear the ICPA conference tag with your name!

In case you breach any of these instructions the security personnel of the prison are authorized to take away the illicit articles (at departure you will receive them back), or even prevent your entrance into the prison.

Details of the prison visits are set out below. Delegates must register - at the Conference Registration Desk - for the route of their choice.

All buses will leave promptly at 13:15.

Please be on time.

Prison Jiřice

The Jiřice Prison is located in the village of the same name in the Nymburk district east of Prague. It came into being as a result of the reconstruction of army barracks in the former military area. It dates to the year 1994 and is designated as a medium security prison with high security unit for adult male convicts. It has an accommodation capacity of 602, of which 120 are in the medium security part of the prison. Within the prison, a centre for escort service has been established. More than 310 persons are employed by the prison, of which almost 200 are members of the prison and judicial guard.

The bus going to the prison Jiřice will depart from the Diplomat Hotel at 13:15 (the journey takes about an hour) and the maximum number of visitors is limited to 30; therefore, in case of interest make your visit registration at the ICPA information booth in time.
Litoměřice Remand Prison is celebrating its 100 years anniversary. It was built in the years 1907 - 1908 as a regional house of detention. It currently operates as a remand prison for male and female detainees, including juveniles, for the District Courts, particularly in the North Bohemia Region. The prison also receives medium security convicts. The total accommodation capacity of the prison is 358 places, of which 244 are intended for persons on remand and 89 for convicts. Inmates are accommodated in common dormitories containing an average of 8 beds each, the largest containing 5 beds. There are five single-bed and 95 two-bedded rooms.

The bus going to the remand prison Litomerice will depart from the Diplomat Hotel at 13:15 (the journey takes about an hour) and the maximum number of visitors is limited to 40; therefore, in case of interest make your visit registration at the ICPA information booth in time.

A branch of Remand Prison Praha - Ruzyně in Řepy is an imprisonment unit for minimum and medium security female convicts. The accommodation capacity is 56 places. The imprisonment unit is located in the House of St. Charles Borromeo. It came to life upon the initiative of the Congregation of Sisters of the Order of St. Charles Borromeo, who followed the tradition from the 19th century when the House hosted a penitentiary for female convicts. Thus, there is a monastery, a bed section for long-time patients, and a unit for female prisoners. Female convicts have a wide choice of work inside and outside the prison, from cleaning to the care of patients in the hospital. Such care can be effectuated by female convicts who passed the so-called „Sanitary Course of St. Zdislava“, which is unique in the whole Europe. The form of treating female convicts through the care for powerless patients is very humane and helps women seek jobs in an easier way after returning to society.

The bus going to the prison Řepy will depart from the Diplomat Hotel at 13:15 (the journey takes about half an hour) and the maximum number of visitors is limited to 30; therefore, in case of interest make your visit registration at the ICPA information booth in time.
Prison Světlá nad Sázavou

The prison is located in the picturesque countryside of the Czech-Moravian Highlands, in the north-western part of the town of Světlá nad Sázavou. The site of the prison buildings originally served as an open-air school. The whole complex was given over to the Prison Service of the Czech Republic at the beginning of 2000. The aim was to build a modern penal facility for convicted females. Still in 2000, several buildings underwent partial reconstruction and, on 6 November 2000, the first female convicts were admitted to medium security imprisonment. Also, women sentenced to a high security prison were gradually placed there. The whole reconstruction process was completed in the first half of 2004, increasing the prison’s original accommodation capacity from 200 to 520 places. At present there are 134 dormitories available, the largest of which have five beds. Single bedrooms are only available in the specialised unit for the imprisonment of women with children aged up to 3 years.

The bus going to the prison Světlá nad Sázavou will depart from the Diplomat Hotel at 13:15 (the journey takes about two hours) and the maximum number of visitors is limited to 40; therefore, in case of interest make your visit registration at the ICPA information booth in time.

The Museum & Memorial of the PSCR Remand Prison Praha - Pankrác

The history the Museum & Memorial of the Prison Service begins in 1994 when a historical exhibition was arranged on the occasion of the first international conference in Kroměříž. The exhibition was found successful and the exhibits were moved to the former death row from the Nazi period in the remand prison Prague-Pankrác. After the exhibition rooms were reconstructed and many new exhibits brought in the Museum & Memorial was officially opened in 1995. Besides rich historic picture documentation and numerous historic exhibits and uniforms, there is also one historic cell which dates to the beginning of the 20th century and the original guillotine from the period when the Nazi Gestapo governed Pankrác prison.

The bus going to the Museum & Memorial of the PSCR will depart from the Diplomat Hotel at 13:15 (the journey takes about half an hour) and the maximum number of visitors is limited to 35; therefore, in case of interest make your visit registration at the ICPA information booth in time.
End-to-End Offender Management

Formerly GSL and now part of G4S plc, G4S Care & Justice Services provide a range of offender management services to Governments worldwide. Currently operating in the United Kingdom, United States, South Africa, Australia, New Zealand, France, Austria, Israel and the Netherlands we provide:

- Prison Management
- Youth Custody and Treatment Programmes
- Electronic Monitoring
- Immigration Services
- Transportation and Court Services

Fundamental to our success is our philosophy to rehabilitate offenders and equip them to re-integrate into mainstream society on release.

We seek to normalise prison conditions as far as possible to reflect life in the outside community, creating a positive environment in which those in our care feel safe and able to address their offending behaviour.

Working with a range of partners, our programmes emulate in all respects the terms, conditions, practices and standards both offered and expected by employers. We give offenders real work experience, providing opportunities for them to gain national vocational qualifications and to participate and receive training in a broad range of industrial activities.

We are proud to sponsor the ICPA and 10th Annual General Meeting and Conference and would be delighted to share further details of our programmes with you.

For more information, please visit www.g4s.com/uk
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For further information, please contact:

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For further information, please contact:

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