



ICPA
International Corrections
& Prisons Association

www.icpa.org



Annual Report

2019/2020



ICPA
International Corrections
& Prisons Association

FOR THE ADVANCEMENT OF PROFESSIONAL CORRECTIONS

ICPA is a not-for-profit organisation
incorporated in Canada since 1998.

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This Annual Report provides information on the activities and initiatives of the International Corrections and Prisons Association relating to the Fiscal Year of 1st July 2019 to 30th June 2020.

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Dear ICPA Members,

When we last met in person at our 2019 conference in Buenos Aires, no one could even imagine how the world would change within a short period of time. The reality of having to deal with Covid-19 has impacted all of us, personally, organisationally and in many cases economically. At the time I am writing this we do not know what the future across the world will look like. However, it is clear that ICPA will continue to be an important Association for corrections professionals and others involved with prisons and corrections worldwide.

This Annual Report is a new approach to report on our activities and actions. I am heartened that during the year work continued to progress despite the Covid-19 challenges and in particular I would like to mention the “Beyond Prisons” Taskforce activities and the formation of ICPA Europe, a new chapter which will complement the work done by our European partners EuroPris and CEP.

It is also pleasing that our financial position remains solid, with targeted saving measures ‘softening’ the impact of having to postpone our annual conference.

What has been an outstanding experience since the pandemic started is the coming together of the corrections world to collaborate, assist with and advise on how to best respond to the challenges, through the fast implementation of operational requirements, optimisation of legal solutions and smart ways to allocate resources to name just a few areas of focus. We have seen the use of digital technology advancing faster during this period than in the last 10 years. Many of the learning and advances will remain part of the “new” Business as Usual as we focus on recovery and reform going forward.

The Board of ICPA is pleased with the rapid response, the facilitation of effective global dialogue and sharing of important resources. The Executive Team in particular worked tirelessly to facilitate this. I also acknowledge the contributions of our Networks and individual ICPA members; it has been a mighty effort. As an Association we can be proud of our achievements.

I thank our members for their support and commitment over the past year and encourage all to make suggestions for future initiatives. The Board will continue to focus on providing value to members regardless of the way we communicate be it in person or virtual.



Peter Severin
ICPA President

“What has been an outstanding experience since the pandemic started is the coming together of the corrections world to collaborate, assist with and advise on how to best respond to the challenges.”

OUR MISSION



MISSION:

To promote and share ethical and effective correctional practices to enhance public safety and healthier communities world-wide



VISION:

To be the recognised leader for the advancement of professional and humane corrections and prisons worldwide



VALUES:

- Integrity and professionalism;
 - Effective community corrections and the use of imprisonment only as a last resort;
 - The sharing of ideas, knowledge, values and experience and working in partnership;
 - The capacity of individuals to change for the better and the need to support them;
 - The dignity of all individuals and the duty to protect their rights.
-



OBJECTIVES:

- To maintain ICPA as an innovative, learning organisation, promoting and disseminating good practice;
- To enhance co-operation between regions, countries, public, private and voluntary sectors involved in corrections and prisons;
- To develop and promote policies and standards for professional and humane corrections and prisons;
- To influence governments, policy-makers and the public to adopt humane and effective correctional policies and practices and assist in their implementation.

KEY AREAS OF FOCUS IN OUR ACTIVITIES

Reducing Reoffending:

We will work towards **Reducing Reoffending** through the identification of research and findings that evidences 'what works', including efforts to promote implementation science and to develop partnerships with relevant organisations to support collaborative developments.

Effective Community Corrections:

We will renew our focus on the promotion of **Effective Community Corrections**. As an Association with the stance of using prison as a last resort this focal point will look to identify good supervision practices, outline the evolution of community corrections services and highlight pathways for enhancements and to raise awareness and acceptance of these practices.

Investing in Staff:

We will promote **Investment in Staff** and in doing so identify the essential qualities of correctional staff, promote effective staff training, continuous learning and professional and ethical development of individuals. Recognising correctional staff at the centre of the rehabilitative process, this strategy will also seek to promote the value of staff and their wellbeing.

Offender Population-Specific Strategies:

We will support the development of **Offender Population-Specific Strategies** which identify the needs of inmates with special requirements or considerations, identifying good practice examples from the community and helping to shape offender management approaches.

Enabling Strategies:


We will develop **Enabling Strategies** for increasing our engagement with various stakeholders, members, partners and the wider correctional community to ensure that our platform for the advancement of professional corrections is both accessible and effective for the sharing of practices, knowledge and expertise

HOW WE DELIVER EVENTS, TRAINING AND KNOWLEDGE SHARING



World Class Conferences

- To be recognised as the premiere annual international event to attend;
- To foster an open and welcoming environment for all practitioners, NGOs, academics, and private sector participants;
- To facilitate the sharing of the latest information and best practices amongst correctional jurisdictions internationally;
- To showcase the latest innovative solutions and approaches to effective community and institutional correctional services.



Transformational Correctional Leadership

- To be recognised as the premiere international association supporting the advancement of effective correctional leadership;
- To facilitate access to international leaders focusing on transformational leadership in correctional environments;
- To provide tailored learning and developmental sessions to leaders committed to advance effective corrections;
- To develop regional capacity to support correctional organisations and agencies involved in transformative initiatives.



Implementation of Evidence-Based Offender Interventions

- To maintain a repository of the most recent correctional research on effective implementation of evidence-based interventions and service delivery models;
- To publish a professional practitioner-oriented journal profiling the latest in international, evidence-informed implementation of correctional practice;
- To foster an international culture that is centered on research, innovation and performance in corrections;
- To develop and facilitate strategic partnerships internationally.

MANAGEMENT STRUCTURE

EXECUTIVE BOARD

ICPA's Board of Directors provides leadership and oversight of the Association and its activities. Comprising a wide range of representation across all world regions and experience from a multitude of sectors, Board Members are constantly engaged throughout the year in a variety of Committees, Chapters, Networks, Taskforces and Projects.



Peter Severin
President
Australia



Hans Meurisse
Vice President
Belgium



Diane Williams
Treasurer
USA



Anne Kelly
Board Member
Canada



Bernie Warner
Board Member
USA



Desmond Chin
Board Member
Singapore



Dorin Muresan
Board Member
Romania



Emiliano Blanco
Board Member
Argentina



Esa Vesterbacka
Board Member
Finland



Jennifer Oades
Board Member
Canada



Leann Bertsch
Board Member
USA



Michael Spurr
Board Member
United Kingdom



Ofra Klinger
Board Member
Israel



Pedro das Neves
Board Member
Portugal



Raphael Hamunyela
Board Member
Namibia



Steven Van De Steene
Board Member
Belgium

MANAGEMENT STRUCTURE

EXECUTIVE TEAM

Our Executive Team works diligently to deliver products and services to our members and provide planning and support to the Association’s events and annual conference.



Executive Director
Manon Bisson
Canada



Operations Director
Fraser Bryans
Scotland



Membership Liaison Officer
Beth Johnston
Australia



Communications Officer
Alex Petrov
Bulgaria

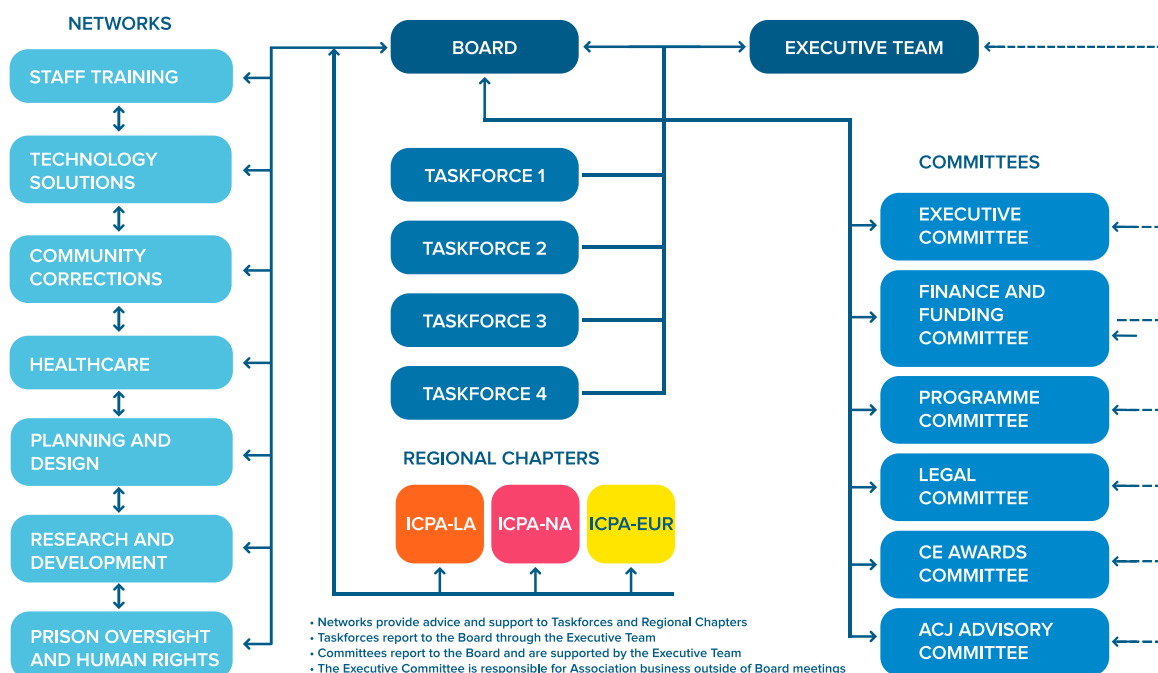


Finance Manager
Jessica Roquemore
USA



Events Officer
Catalin Ungureanu
Romania

ICPA is underpinned by a governance structure which comprises: a) Committees - for monitoring and progressing internal activities; b) Taskforces - groups of volunteers for taking forward specific projects; c) Networks - thematic engagement groups open to members with shared interests and expertise; d) Chapters - groups established in various world regions to increase our relevance and to undertake activities specific to a particular area.



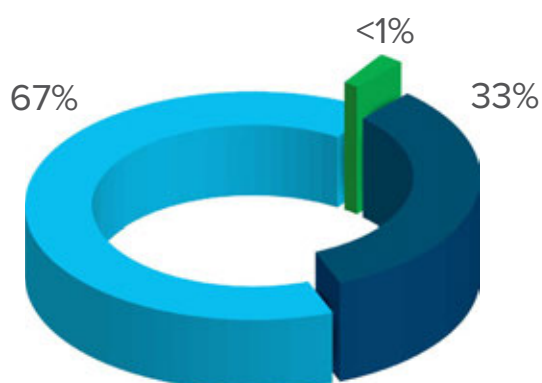


FINANCE AND MEMBERSHIP

ICPA is supported by the contributions of our Individual and Agency Members. This section of the Annual Report provides an overview of membership and financial outcomes in our 2019/2020 fiscal year.

FINANCIAL SUMMARY

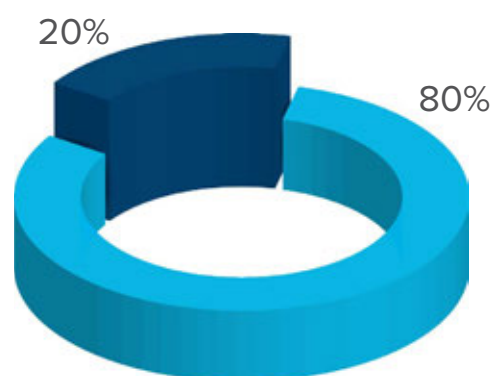
FY 2019-2020 Revenues



● Memberships ● Conferences

Memberships	\$ 246,772
Conferences	\$ 504,738
Other	\$ 1,336
Total	\$ 752,846

FY 2019-2020 Expenses



● Member Services ● General Administration

Member Services	\$ 535,003
General Admin.	\$ 130,358
Total	\$ 665,361

* Figures are in \$US (Dollars)

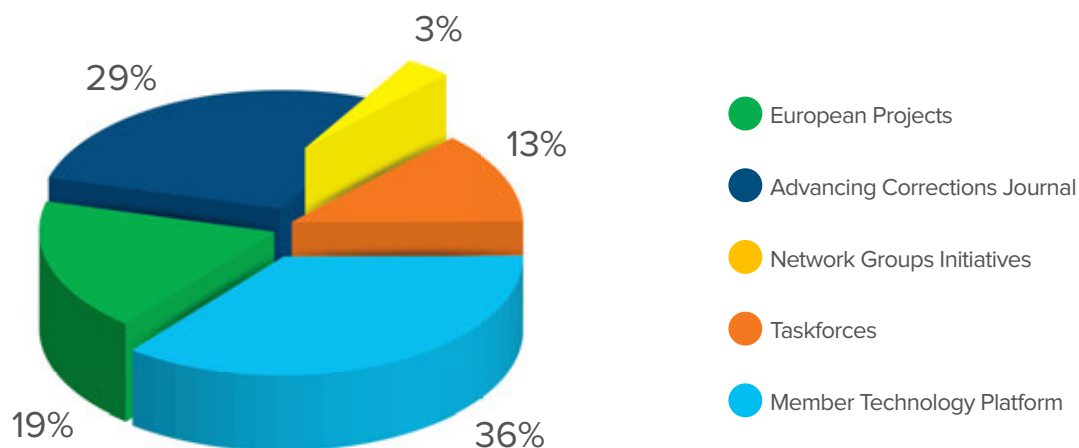
Highlights of Fiscal Year 2019/20

ICPA continues to hold a healthy financial position. While membership revenues remained flat and overall revenue decreased slightly during the 2019-2020 fiscal year, ICPA generated an \$87,485 surplus. This was primarily accomplished by reducing expenses consistent with decreased revenues. Conference locations, government spending approvals, and unique challenges such as Covid-19 impacted revenues. The Corrections Research Symposium (CRS), for example, was postponed due to pandemic related travel restrictions. ICPA's financial and conference contracting model helps to counter those occurrences as ICPA operates at a moderate base level and adds expenses specific to revenue generating activities only as needed.

Covid-19 impacts will force very careful financial planning and management for Fiscal Year 2020-2021. ICPA's goal to expand member benefits will be achieved by confirming a clear understanding of member needs and the effective use of current technology. Members will be able to connect more frequently for meaningful knowledge and best practice sharing, unfortunately without the benefit of in person interactions. We will return to our annual and thematic conferences as quickly as we can. Cost for service delivery will, of course, be very carefully managed.

FINANCIAL SUMMARY

FY 2019-2020 Reinvestment Projects



European Projects	\$ 15,000
Advancing Corrections Journal	\$ 23,189
Network Groups Initiatives	\$ 2,337
Taskforces	\$ 9,938
Member Technology Platform	\$ 28,993
Total	\$ 79,457

* Figures are in \$US (Dollars)

It is important to note that 80% of ICPA spending is directly tied to membership services. Surplus dollars fund special projects such as the Beyond Prisons Taskforce, an initiative focused on advancing the knowledge and capability of the Corrections field in effectively serving justice involved women in the community. ICPA Chapter and Network activities are also funded through this resource.

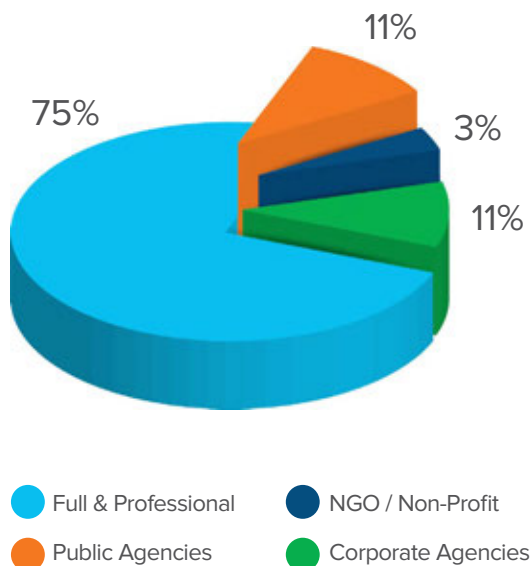
*The ICPA Reinvestment Fund is formed from surplus revenues as a result of ICPA's events and activities. This surplus is then reinvested into projects and initiatives which provide value back to our Members and the wider Global Corrections Community.

OUR MEMBERS

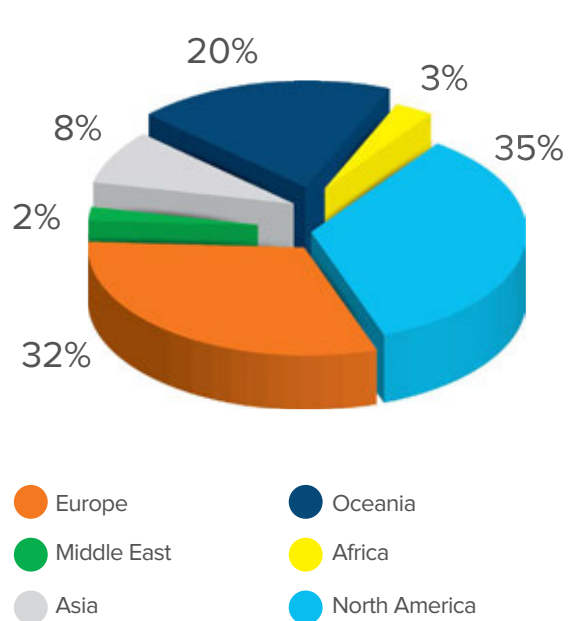
MEMBERSHIP 2019-2020

The charts below show ICPA Membership Profile by Sector as well as World Region for the fiscal year.

Membership Profile



Agency Membership by World Region



Highlights of Fiscal Year 2019-2020 Membership

In comparison to last year, the total agency members (Public, Private, NGOs) has increased with 10 new agencies. Committed to offering more to its members in a time of international crisis, ICPA quickly implemented a Central Response Group on Covid-19 to establish a support network and set up a dedicated web page full of resources. In addition, several exchange group meetings were held with Heads of Service to address the issues and webinars were offered to members and non-members alike to provide support and guidance. The #WeApplaud Campaign that ICPA launched was an initiative of the C-19 Prisons Taskforce. It saw the involvement of 37 partner agencies that shared the message of supporting frontline correctional workers during the pandemic. We strongly believe that these initiatives contributed to the increase in membership over the year.

ICPA is proud and grateful to be able to count on loyal members. Most of our Emerald public agencies have been with us for more than 10 years as well as some corporate agencies. ICPA pursues the development of our members at the international level, which constitutes our asset and distinction. In doing so, this enables us to fulfill our mission, which is to promote and share ethical and effective correctional practices to enhance public safety and healthier communities worldwide.

OUR MEMBERS

NEW AGENCY MEMBERS 2019-2020

We would like to welcome the following Agency Members who joined the Association:

Public Sector Agency Members

- Kosovo Correctional Service
- National Administration of Penitentiaries of Moldova
- Parole Board of Canada

Corporate Agency Members

- Cellcon Australia Pty Ltd
- CellGuard
- Chuang Xing Stainless Steel Products Co. Ltd
- Broadspectrum
- IACFP Europe
- Nuctech Company Ltd
- SecureWorx Pty

Our thanks and gratitude go to all of our Individual Members, Agency Members and supporters whose contributions sustain our activities and in maintaining our unique platform for bringing prison and corrections professionals together with the aim of advancing professional corrections.

Non-members who are considering being a part of the Global Corrections Community are encouraged to get in touch for more information. Become a member of ICPA today.



ICPA: Be part of the Global Corrections Community

MEMBERSHIP SERVICES

SERVING OUR MEMBERS

ICPA is committed to providing products and services which provide valuable information and resources for our members and the wider community. Our team are constantly working to improve our publications, tools and to provide platforms for stimulating interaction and exchange among the network.

MEMBERSHIP PUBLICATIONS



Our peer-reviewed Advancing Corrections Journal is published twice-yearly and contains practitioner-focused articles from authors around the world. Available in digital and hard-copy for members.



'Beyond the Wall' is ICPA's community newsletter sent to all members in a digital format twice-yearly and contains news and updates on recent activities and initiatives.

e-BULLETIN

Members receive each a regular round-up of announcements, notifications, highlighted articles and more through our e-Bulletin published each quarter.

MEMBERSHIP SERVICES



Online searchable directory of individuals, agencies and companies involved in prisons and corrections. Create your own profile and connect with others.



The 'Rewind' service is an on-demand video library containing recordings from past conference sessions and webinars. Over 300 hours of material available online.



Introducing 'Present' - ICPA's latest service to members by providing a platform for attending online presentations and training through live webinar sessions.



ACTIVITIES AND RESULTS

In the 2019/2020 fiscal year, ICPA undertook a number of activities including workshops, conferences and projects. Additional activities from our Networks, Chapters and Taskforces can be seen in their respective sections of this report.

ACTIVITIES AND RESULTS

HIGHLIGHTS OF THE PREVIOUS YEAR

This report highlights the key activities and accomplishments of the Association made over the past year. ICPA gives it gratitude to those who have contributed to ICPA for their hard work and dedication to the cause. Our small core team at ICPA work diligently all year as we continue to strive for the advancement of professional and humane corrections and prison worldwide. They are constantly working to deliver more benefits and services to our members and make every effort to organise world-class leading conferences and events. Our volunteers give their time willingly and in many cases this is not an insignificant 'donation' as a result of Committees participation and Networks coordination.

CHANGES TO THE BOARD OF DIRECTORS

At the Annual General Meeting, Mr Peter Severin (Australia) was elected as President of ICPA, following the completion of two terms by his predecessor, Mr Peter van der Sande. Mr Hans Meurisse (Belgium) was elected as Vice-President. Anne Kelly (Canada) was elected for the position of Ordinary Board Member. Departing the Board we give our well wishes to Mr Peter van der Sande (Netherlands), and Dr Johnson Byabashaija (Uganda).

BOARD BUSINESS

The ICPA Board is an international one with the consequence that our business is conducted principally through conference calls and Zoom. We have held six Board meetings over the course of the year:

Board Meeting - 12 September 2019
Board Meeting - 31 October 2019
Board Meeting - 11 December 2020
Board Meeting - 12 February 2020
Board Meeting - 20 May 2020
Board Meeting – 24 June 2020

STRATEGIC PLANNING

A Board Strategic Planning session was held in Buenos Aires on 26 October 2019 which explored ideas for generating revenues, provided updates on Taskforces and Projects, and steps for increasing organisational maturity.

In February 2020, an Executive Planning Session was held with the Executive Committee and Team at our office in Brussels. Topics included whole system analysis, governance arrangements, business planning and other practical measures for enhancing our work.

ONLINE AND DIGITAL SERVICES

One of our main priorities as an Association is to serve our members, and to provide them with knowledge and up-to-date information. All Members of ICPA are invited to contribute content for our website to provide a knowledgebase for all who are involved in prisons and corrections.

ICPA has invested in a new Digital Infrastructure Project which aims to further improve our services to members, and to create online interactive spaces for members to share information and connect with one another. This project will be realised in the next fiscal year 2020-21.

ACTIVITIES AND RESULTS

Following the launch of our new **'Present' - Live Webinar** service, ICPA held the following webinars:

19 March 2020 - Responding to Covid-19 in Prisons, Gary Forrest

6 May 2020 - Reducing Reoffending and Enabling Reintegration, Prof. Fergus McNeill

19 May 2020 - Using Technology to Tackle Covid-19 in Corrections

PUBLICATIONS

In the past year ICPA has produced the following publications:

- Advancing Corrections Journal Edition #8 - Investing in Staff
- Advancing Corrections Journal Edition #9 - Management and Treatment of the Mentally Ill and Mentally Unwell in Corrections
- Beyond the Wall Newsletter - 2019 Autumn Edition, featuring articles and contributions from others across our community.

Online copies of our publications are available on the ICPA Website to members.

OUR EVENTS



The International Corrections and Prisons Association organised its 21st Conference and Annual General Meeting in Buenos Aires with the support of the Federal Prison Service of Argentina. The event took place between 27 October and 1 November 2019 in Buenos Aires. The theme of the conference was **'Strengthening our Correctional Cornerstones: Rights, Dignity, Safety and Support'**.

At this conference, 440 attendees from 79 countries took part in the event. More than 100 speakers shared their knowledge and expertise with the participants. Over 110 presentations, workshops and meetings were held during the event.



Our international Correctional Research Symposium was scheduled to take place in Porto, Portugal in May 2020. The theme of the event being **'Motivation and Well-Being of Correctional Staff: How They Matter and What Can We Do About It?'**.

Unfortunately, due to the pandemic it was necessary to postpone this event until a later date.

ACTIVITIES AND RESULTS

EUROPEAN PROJECTS

European Projects are conducted through the 'Stichting Foundation' ICPA Office in Europe, which is a separate entity that takes part in several projects in collaboration with other organisations around the world. These projects enhance international cooperation, produce guidance/tools and help to develop standards that contribute to the advancement of professional corrections.

In 2019/2020, the Stichting Foundation became involved in four (4) new projects, namely R4JUST, PO21, CC4JC and Fairness. These partnerships were in addition to the others already underway, as listed below. They are sorted from oldest to newest in terms of start date. The duration of these projects ranges from 24 to 36 months.



The INTEGRA project- Integrated community, probation and prison services radicalisation prevention approach.

To promote a holistic radicalisation prevention initiative focusing on skills development of offenders, front line staff and organisations. To develop training material for parole/probation officers working with potential radical offenders. To improve the transition process between prison and/or probation systems and the community for those at risk of radicalisation or who have been radicalised.



The SkillsHub Project – A transnational counselling and training model for inmates.

The aim is to elaborate recommendations for the introduction of the model into national prison systems across Europe.

AWARE

The AWARE Project- A cross-sectoral awareness building on mental health needs in the criminal justice system and on release.

The project aims to raise the awareness and provide training to judges and prosecutors on using risk assessment information to support sentencing, which is of particular interest in criminal cases involving individuals accused of violent extremism related crimes and/or terrorist involvement.



The FAIRNESS Project - Implementation of the Stockholm's Roadmap in cases of terrorism and radicalisation.

To promote a balanced harmonisation of the legal practices in relation to the implementation of several EU Directives across the EU Member States whenever suspected or accused persons are involved in terror-related crimes or radicalisation.

ACTIVITIES AND RESULTS

EUROPEAN PROJECTS



The R4JUST Project - Radicalisation Prevention Competence Development Programme for Justice Professionals.

The project aims to raise the awareness and provide training to judges and prosecutors on using risk assessment information to support sentencing, which is of particular interest in criminal cases involving individuals accused of violent extremism related crimes and/or terrorist involvement.



The PO21 Project - European Prison Officers for the 21st Century.

The project seeks to fill the gaps and divergences mentioned by identifying existing and emerging skill needs within prison officers; strengthening the exchange of knowledge and practices and adapting vocational education and training to skills needs, while promoting qualification standards in the sector, with a particular emphasis on digital skills.



The CCJ4C Project - European Career Counselling Guidelines for Staff Working in the Criminal Correctional Justice System.

The aim of the project is to develop, test and set in place a working methodology for starting or improving the career guidance process in the criminal correctional justice (CCJ), focusing on the competencies needed to manage own career.



The EDUPRIS Project - Education, Training and Lifelong learning as Dynamic interventions to promote Inclusion and Common values in Correctional Justice for Minors and Young adults with Educative challenges.

The project aims to Improve the learning outcomes of education in juvenile settings through the direct and active promotion of inclusive learning environments; Improve the management of teaching & learning professionals in the juvenile justice system in the partner countries and at European level.



ICPA NETWORKS

Our Network groups bring members together under specific correctional-related subjects for enhanced networking, dialogue and knowledge exchange. Groups are chaired and coordinated by dedicated volunteers who help to facilitate communication among group participants

Community Corrections

External Prison Oversight and Human Rights

Healthcare

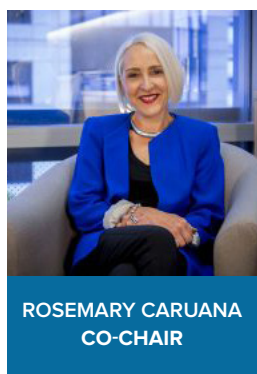
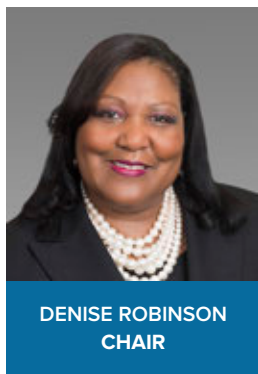
Planning and Design

Research and Development

Staff Training and Development

Technology Solutions

COMMUNITY CORRECTIONS



The Community Corrections Network (CCN) is comprised of practitioners, consultants, academics, and others who represent different types of community corrections programs across multiple correctional systems. Our members include, but are not limited to, organisations who run residential re-entry, workforce development, parole & probation, and day treatment programs. We welcome representatives from government, NGOs, and community partners. Our purpose is to increase the understanding of and promote the use of community-based options as an integral part of the criminal justice continuum.

ACTIVITIES 2019/2020

This Network is committed to better defining “Community Corrections” for ICPA and keeping the umbrella large enough to include a variety of programs and practitioners. Helping others to understand the range of community corrections programs is an ongoing objective of CCN. It was, therefore, gratifying to see the publication of the 7th Edition of ICPA’s journal, *Advancing Corrections*, which was devoted entirely to community corrections.

The journal was comprised of 12 articles authored in or addressing community corrections in New Zealand, Australia, Canada, Singapore, Japan, the United States and United Kingdom.

Article topics included perspectives on desistance; use of volunteers and engaging the broader community; a new model of probation supervision; the strength of public-private partnerships; the importance of vocational and related programs; differentiated approaches to traffic violations; creating a one stop career center; responding to the needs of aging individuals in community corrections; and innovations in community corrections.

The articles, along with other research, support the efficacy of deepening the engagement of the larger community in supporting justice involved individuals who are in the community (instead of incarcerated). Community corrections programs that engage volunteers and family members, broaden employment opportunities, and create societal bonds are more effective in desistance when compared to programs that are confined to individuals with justice involvement and their direct community corrections supervision and treatment providers. CCN wants to continue to educate others about the benefits of these broad-based programs that are more community oriented rather than corrections oriented. CCN continues to work with other organisations focused on community corrections for mutual benefit. Many CCN members attended the Fourth World Congress on Probation in Fall 2019. Sessions included, “Involving the community in probation and parole” and “Building public confidence in community corrections.” These titles are representative of the confluence of ideas and research for CCN and World Congress. They strengthen the case for community approaches and community involvement to support integration and desistance.

AIM:

To increase the understanding of and promote the use of community based options as an integral part of the criminal justice continuum.

OBJECTIVES

Explore the development of a global clearing house of evidence informed practices and models for community based options;

Identify individuals with specific areas of expertise in community based options who should be invited to join the community corrections network;

Promote innovation and research development in conjunction with the research and development network.

EXTERNAL PRISON OVERSIGHT AND HUMAN RIGHTS

The Expert Network on External Prison Oversight & Human Rights now boasts over 123 participants who subscribe to our bulletins, from 28 countries. Through the ICPA, this network seeks to facilitate a constructive and professional dialogue between organisations responsible for external prison oversight and prison authorities subject to their oversight.



ACTIVITIES 2019/2020

September 24, 2019:

Published Issue 3 of Network Newsletter, titled “Strengthening Correctional Cornerstones: Rights, Dignity, Safety and Support.” Featured jurisdiction: Argentina. Contributors: Rose Ricciardelli, Paul Geurts, Michael Jackson, and La Procuración Penitenciaria de la Nación.

October 27 to November 1, 2019:

Hosted two panels at the ICPA Annual Conference. The first was a parallel plenary session titled, “External Prison Oversight, Dignity and Human Rights.” Panelists for this session included our esteemed friends from Argentina, Francisco Mugnolo and Diego Zysman, and my Canadian colleague, Michael Jackson. The second panel took the form of a workshop titled, “Dignity, Human Rights and Solitary Confinement,” and featured Rosemary [Rose] Ricciardelli, Howard Sapers, and Iliana Taneva. For more information, visit our follow-up newsletter.

March 31, 2020:

Published Issue 4 of the Network Newsletter, titled “Effective Prison Oversight & Independence.” Featured jurisdiction: Maldives. Contributors: Tom McGonigle, Peter Boshier, Patricia Gilheaney, Wendy Sinclair-Gieben, Stephen Sandham, and Ahmed Mohamed Fulhu.

April 20, 2020:

Published a Special Issue of the Network Newsletter, titled “Adapting to Covid-19: Prison Oversight and Monitoring During a Pandemic.” In this issue we looked at the “local impact of Covid-19” on the work of prison oversight. I invited our members to contribute, and the response was overwhelmingly positive. We received 12 contributions, representing five countries (New Zealand, Australia, Argentina, United States, and the United Kingdom), and four international organisations (United Nations, International Committee of the Red Cross, the Council of Europe, and the Association for the Prevention of Torture).

AIM:

The mission of our network is to share information, best practices and lessons learned on effective external prison oversight to enhance openness, transparency and accountability of prison authorities.

OBJECTIVES

Build an international community and network of organisations responsible for prison oversight;

Share information on best practices and lessons learned on effective external prison oversight;

Generate constructive dialogue on the values and benefits of external oversight with prison authorities;

Promote compliance with the Rule of Law and domestic/international human rights obligations with respect to prisoners and prison staff;

Provide technical advice and assistance to organisations responsible for prison oversight as requested and appropriate;

Provide capacity building on oversight operations, including investigations, inspections, visits and alternative dispute resolution.

HEALTHCARE

To promote and disseminate physical and mental health care practices for the justice involved population which provide humane and healthy environments, personal well-being and positive outcomes.



JOHN MAY
CHAIR

ACTIVITIES 2019/2020

- Healthcare leadership training in Timisoara, Romania with ICPA Staff Training and Development Network, 2019;
- Focus group meeting, Buenos Aires, October 2019;
- Workshops at ICPA 2019 Buenos Aires conference;
- Participation in ICPA's Covid-19 Prisons Taskforce;
- Participation in CARICOM/Association Caribbean Heads Corrections and Prisons Services webinar conference on best practices;
- Participation in Yale University School of Medicine Health Justice Lab, webinar on International Best Practices for Covid-19 Mitigation;
- Design and delivery of Covid-19 Treatment Unit plan, Rapidly Deployable Modular Unit, with ICPA Design Committee for Haiti Prison Authority with United Nations Peace Operations and US International Narcotics and Law Enforcement.

AIM:

To promote and disseminate physical and mental health care practices for the justice involved population which provide humane and healthy environments, personal well-being and positive outcomes.

OBJECTIVES

Identify and share evidence-based best practices of physical and mental health and wellness;
Protect universal principles of medical ethics, professionalism, confidentiality and patient autonomy;

Promote health training, sensitisation and wellness programs among staff and incarcerated persons;

Support the United Nations Mandela and Bangkok Minimum Rules;

Advance professional education and awareness of the health needs of persons in prison to the broader health and civil community;

Encourage models of continuity of care for persons released from prison and rehabilitation;
Contribute articles to ICPA publications, participation in ICPA trainings, and involvement in other ICPA activities;

Advance treatment tracks for ICPA conferences on topics such as contagious disease, mental illness, isolation, addiction, aging, chronic illness, suicide prevention, populations with special needs and public health.

PLANNING AND DESIGN

The Planning and Design Network was authorised by the Board at the Mexico City Conference with recognition and support that the built environment influences human behaviour and that attention to the evidence-basis of planning and designing new or re-purposed correctional environments is consistent with the aim of advancing corrections.



ACTIVITIES 2019/2020

Much of the effort of the Network over the past 12 months was altered with the global pandemic. Members of the Network responded to a call for assistance in Haiti to develop a rapidly deployable design that could be erected within the National Penitentiary in Port-au-Prince. A team of ICPA volunteers worked non-stop for weeks to produce the documents to procure and erect the emergency Covid-19 Clinic. As of this annual report, the project is under review by potential funding agencies including the United Nations and the US State Department.

Beyond this pro-bono effort of Network members, work has continued with refinements to the Global Website of correctional projects.

Working with the ICPA Board, the Network is assisting in the development of topic-focused webinars on design solutions. The first of which was held in September 2020.

AIM:

To promote humane and exemplary practices for the planning and design of new and renovation of existing prison environments.

OBJECTIVES

Assemble as many existing physical plant standards/guidelines that impact prison design as can be identified;

Examine the “dozen” critical guidelines (e.g., space allocation per prisoner for sleeping) that every prison department should aim to achieve;
Cross reference these critical guidelines with existing minimum standards;

Identify how and where these guidelines could be included in the UN Minimum Rules;

Assemble a catalogue of essential technology for consideration by:

- a) Post-conflict/disaster conditions.
- b) Developed nations; and
- c) Developing nations.

Begin the preparation of a basic design guidelines document with examples for 3 (a, b, and c) above.

RESEARCH AND DEVELOPMENT

The ICPA R&D Network Mission is “to effectively disseminate research-informed correctional knowledge and promote its application for the advancement of professional and humane corrections world-wide.”

As an informal collection of both researchers and other corrections professionals who believe in the value of research for guiding practice, and with a current signed-up count of more than 70 members from more than 20 countries, the group concentrates on a few major activities in realising its mission, the principal one being continued publication of our ICPA Journal Advancing Corrections, with the 10th Edition soon to be released in October 2020. In view of the size and spread of the Network, most communication among members is conducted via e-mail, mostly as follow-through from our Network Meeting during the Annual ICPA Conference, but as well throughout the year as members contribute in reviewing manuscripts submitted to Advancing Corrections or share information and comments on interesting new research findings.



FRANK PORPORINO
CHAIR

ACTIVITIES 2019/2020

About ½ of the members of the R&D Network are also on the Editorial Board of Advancing Corrections. These members kindly volunteer their time to serve as manuscript reviewers for the Journal. In the 2019-20 fiscal year, we were able to sustain publication of two more excellent Editions of the Journal, an 8th Edition on ‘Investing in Staff’ and a 9th Edition on ‘Managing & Treating the Mentally Ill and Mentally Unwell’. One of the strengths of the Journal is that we continue to attract submissions from around the world – for these last two Editions, from the US, UK, Ireland, Germany, Switzerland, Austria, New Zealand, Australia, Singapore and Canada.

A number of the R&D Network members are on the Program Committee for the International Correctional Research Symposium (CRS) which is held every two years in conjunction with EuroPris and CEP. Prior to the emergence of the Covid pandemic, the 3rd CRS was to be held in Porto, Portugal the week of May 11th 2020. A full and quite interesting program was developed for the Symposium on the theme of “Motivation and Well-Being of Correctional Staff: How They Matter and What Can We Do About It?”. Consideration is now being given to designing some kind of ‘virtual’ event to replace this in-person gathering that has contributed so significantly in the past in bridging the researcher/practitioner gap.

In addition to these major activities, Network members continue to make a visible and valuable contribution to our ICPA Annual Conference, as was the case in Argentina for a number of Conference Workshops, and in cooperation with the International Association for Correctional and Forensic Psychology (IACFP), in organising a well-attended Pre-Conference event for Psychologists and other Senior Managers from the Argentinian Prison Service on the topic of ‘Creating A Desistance-Focused Prison Environment.’

In cooperation with the ICPA Program Committee and the IACFP, we continue to identify suitable speakers for the Annual ICPA Distinguished Scholar Lecture (for 2019 in Argentina, Professor Shadd Maruna); we provide input into the selection of the Annual ICPA Research Award; provide research support to the ICPA Taskforce on Women and Community Corrections; and we assist in reviewing research funding proposals that ICPA is asked to support (e.g., a 5-University consortium proposal to establish a European Training Network of of Ph.D. level researchers on Prison Education).

AIM:

To effectively disseminate research-informed correctional knowledge and promote its application for the advancement of professional and humane corrections and prisons world-wide.

OBJECTIVES

Assist ICPA members (i.e., individuals & agencies/jurisdictions, committees) to become more aware of the most recent, relevant and reliable research findings in the field;

Help in translating (explaining) the practice and policy-related implications of this research knowledge;

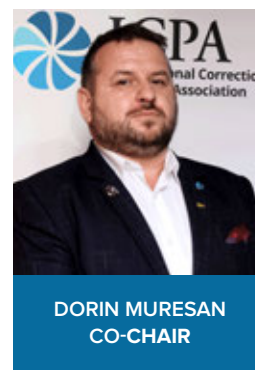
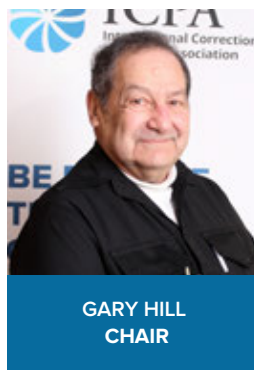
As it becomes practical and possible to do, offer 'technical assistance' for capacity building in select jurisdictions/agencies in implementing and evaluating research-informed change in correctional operations;

Conduct some useful and needed cross-national comparative studies (i.e., surveys and/or other data gathering efforts) in thematic areas identified in conjunction with the other ICPA Network Groups;

In assisting ICPA in promoting and realising its Vision and Objectives, work towards establishing collaborative partnerships and garnering greater support and involvement from the academic and scientific research communities in our Annual & Regional Conferences, Newsletter, Web Site, and other ICPA activities.

STAFF TRAINING AND DEVELOPMENT

Comprising 98 members from 27 nations, the purpose of the ICPA Staff Training and Development Network is to bring together professionals vested in the professional development of staff and in all aspects of the effective management of the correctional workforce. Through cooperation, the Network seeks to develop training curriculum, lesson plans, contribute to the formation of policies and assist in their implementation.



ACTIVITIES 2019/2020

This Network is involved in the information collection and distribution of relevant materials related to staff training and development. From Network members, our informal cooperative arrangements, Network Searches, Departments of Corrections, Criminal Justice Information Centers, we collect, catalogue and share:

- Samples of training curriculum and lesson plans
- Training manuals, including drafts
- Policies and Standard Operating Procedures
- Post Orders
- Codes of Ethics
- Mental health training (for dealing with inmates and staff)
- Corruption
- Leadership training and development
- Needs Assessments and Training Effectiveness
- Assessments

Specialised areas of interest (current sub-groups working on):

- Unique training needs for female correctional officers
- Working with mental health issues for staff and inmates (part of AWARE project and Mental Health (First Aid groups)
- Parole / probation / community supervision staff
- Working with radical and violent extremist prisoners
- Covid-19
- Inmate/staff communications
- Radical and Violent Extremist Offenders
- Correctional officer criteria and training needs in the 21st century
- Custodial staff working directly with offender social/educational needs
- Preparation of in-nation staff training needs analysis and curriculum development with Kosovo (this is on-going and not yet completed)
- Seminars/Training Conferences for prison medical staff, Staff Stress, Working cooperatively with Prison Unions

Additionally, the Network has informal cooperative arrangements with other relevant bodies and groups including:

- International Association of Correctional Training Professionals (IACTP)
- EuroPris
- United Nations Programme Network Institutes (PNI) which includes 18 Institutes
- United Nations Office on Drugs and Crime
- European Penitentiary Training Academies Network (EPTA)
- American Correctional Association Training (Professional Development) Committee
- ICPA-North America
- ICPA Healthcare Network
- ICPA Research and Development Network
- ICPA Technology Solutions Network
- ICPA Planning and Design Network
- 18 PNI United Nations Institutes including their Justice Knowledge Center and International Criminal Justice Calendar

On 13th December 2019, Gary Hill and Dorin Muresan, experts from the ICPA Staff Training and Development Network, were awarded with a Cross “For Merit” II rank. The award, issued by the National Administration of Penitentiaries of the Republic of Moldova (ANP), recognises their contribution to the prosperity of the system of the penitentiary administration and the successful completion of the process of resocialisation of the persons in detention.

AIM:

To enhance professionalism in corrections, prisons, detention and community services through training and good personal policies.

OBJECTIVES

To maintain ICPA as an innovative, learning organisation, promoting and disseminating good practice through the recruiting, vetting, training of staff and the development and implementation of good personnel policies;

To enhance co-operation in development of curriculum, lesson plans and training techniques between regions, countries, public, private and voluntary sectors involved in corrections, detention, community services and prisons;

To develop and promote policies and standards for the training of individuals concerned with the operation of professional and humane corrections, detention, community services and prisons;

To influence governments, policy makers, correction administrators and managers to adopt good personnel policies and to constantly update and improve training for staff and others associated with the operation of safe, humane and effective corrections, detention, and community services and prisons.

TECHNOLOGY SOLUTIONS

The Technology Solutions Network brings members together to share practices, strategies and solutions for the effective use of technologies in prisons and corrections.



SIMON BONK
CHAIR

ACTIVITIES 2019/2020

- Promoting research in Technology by bringing researchers together to share plans and outcomes in the field;
- Promoting innovation and corrections-focussed IT and technology solutions by organisation discussions and events;
- Sharing best practices, strategies and open-source solutions;
- Collaborating in projects to support developing countries with the implementation and usage of digital solutions to improve the management of offender information;
- Exploring, collecting and documenting existing relevant international data/information standards as well as detect gaps/needs.

In 2019-20, the Network has made progress on the following workstreams related to the above Key Activities:

- Formalisation of a partnership with The Corrections Technology Association (CTA);
- Advanced planning on establishing a GitHub repository for open source technology solutions in the corrections space (progress has been impacted by Covid-19);
- Advanced work on establishing data standards in the corrections space to ensure that all corrections technology professionals are communicating effectively (progress has been impacted by Covid-19);
- Conducted an ICPA-hosted webinar, 'Using Technology to Tackle Covid-19 in Corrections', in partnership with and featuring representatives from Europris, CTA, and the Singapore Prison Service (SPS) in May 2020;
- Initiated conversations regarding the forthcoming Technology in Corrections (TIC) conference.

AIM:

To promote the advancement of corrections through ICT & Technology enabled business transformation, based on available research, supported by proven solutions and methodologies.

OBJECTIVES

Assemble and share technology solutions, implementations and digital strategy development practices across jurisdictions;

Promote and support research and evaluation practices related to the usage of technology in Corrections;

Challenge ICT and technology providers to address specific corrections-specific needs and problems;

Support world-wide members to use technology for improving the effective delivery of correctional services, improve efficiency and effectiveness;

Support the development and usage of technology and data/information standards. corrections, detention, and community services and prisons.



ICPA TASKFORCES

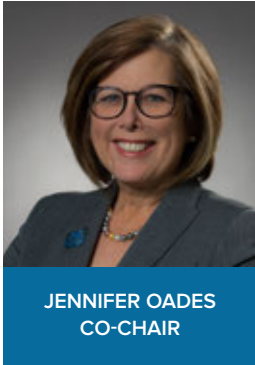
ICPA's Taskforces are comprised of volunteers who work together to undertake specific activities relating to the Association's strategic focus. These activities are supported by the ICPA Reinvestment Fund*, and teams of subject-matter experts work together to advance professional corrections through their projects and initiatives.

*The ICPA Reinvestment Fund is formed from surplus revenues as a result of ICPA's events and activities. This surplus is then reinvested into projects and initiatives which provide value back to our Members and the wider Global Corrections Community.

TASKFORCES

BEYOND PRISONS

The Beyond Prisons Taskforce was established in December 2018, with the intention of creating an “aspirational” plan for women. The expected result will be a resource that will serve as a compass for leading practices for sentenced women, providing recommendations that could be more effective than current systems



MEMBERS

Jennifer Oades (Co-Chair, Canada)

Diane Williams (Co-Chair, United States)

Rosemary Caruana (Australia)

Denise Robinson (United States)

Stephen Pitts (United Kingdom)

Dr. Melissa Hamilton (United Kingdom)

Dr. Kelley Blanchette (Canada)

Mary Mbau (Kenya)

ACTIVITIES 2019/2020

- Developed a website to showcase the work of the Taskforce;
- Disseminated a consultation survey to over 200 jurisdictions;
- Disseminated a consultation survey to academics;
- Adopted Guiding Principles to working with criminalised women;
- Developed a Women-Centered Community-Based model;
- Held an in-person expert stakeholder meeting at the 2019 ICPA Conference;
- Developed and disseminated two newsletters, sharing international best practices.

FUTURE ACTIVITIES

- Develop and disseminate further newsletters;
- Develop a toolkit for producing gender-informed cost benefit analyses;
- Participate in the ICPA’s Achieve Learning Academy;
- Develop a final statement on criminalised women to be adopted by the ICPA Board.

TASKFORCES

C19 PRISONS TASKFORCE

In March 2019, ICPA formed the C19 Prisons Taskforce to help our colleagues and members during this unprecedented crisis. Our ability to share information, communicate openly and work together in addressing the issues concerning the prevention and containment of Covid-19 in prisons is paramount to the safety of those concerned.



The Taskforce comprises four groups:

- 1) Central Response Group** - a team of senior practitioners and prison professionals who are each responsible for a particular world region;
- 2) Regional Correspondents Group** – forming a global network, our Regional Correspondents are volunteers from a number of public sector agencies and professional bodies who support the Taskforce initiative;
- 3) NGO and Partner Liaison Group** – our NGO and Partner Liaison Group maintains communications with stakeholders and other interested groups to ensure a bi-directional sharing of information, to seek advice and to foster collaborative efforts where required; and,
- 4) Subject Matter Expert Group** – this group welcomed all participants from across the global corrections community to join the efforts of the C19 Prisons Taskforce by registering their expertise with the aim of providing advice and support to others and contributing to content and resources where needed.

ACTIVITIES 2019/2020

A suite of activities and initiatives were rapidly developed during the height of the crisis which included:

Information and Knowledge Sharing

A dedicated resource portal on www.icpa.org to make it easier to find news, articles, resources and other information concerning Covid-19 in prisons. With the ability to search based on keywords, categories, and filter-based criteria, it is aimed at helping colleagues to locate information quickly and more easily. The portal also contains links to 'Highlighted Resources' from UNDPO, UNODC, ICRC, WHO and EuroPris as well as listing of both internal and external webinars.

Peer-to-Peer Programme

The ICPA C19 Prison Taskforce's Peer-to-Peer Programme (P2P) was designed to facilitate the matching of correctional professionals within our network or with partners for addressing the Covid-19 situation in prisons. Utilising ICPA's global network our team reviewed requests from colleagues in the field who had difficulty in finding information to address issues of a particular nature. With the P2P programme our aim was to seek colleagues through our network and via partner agencies who can get in touch on an individual basis to provide further advice and support.

TASKFORCES

Information Exchange Meetings

Our Information Exchange Meetings provided a virtual roundtable environment for prison/correctional professionals to come together and discuss their practices and procedures, share tips and advice and to create new relationships with colleagues for future exchanges and support. Groups of individuals who share a common background were convened in small groups of approximately ten people for meetings up to 90 minutes.

Prison Industries Manual

With the global shortage of protective equipment a number of agencies were using their prison industries programmes to produce items such as facemasks, cleaning solutions and disinfectants, alcohol-based and alcohol-free sanitisers, textiles and disposable/reusable apparel. The Prison Industries Manual initiative requested contributions from prison industries worldwide to share their technical specifications and procedures for the in-house manufacturing of such products which can be used for inmates, correctional staff and also for national distribution in the absence of any commercial availability. These instructions were posted on our dedicated Covid-19 Action website.

#WeApplaud Campaign

In April 2020, a campaign was launched in partnership with the global corrections community to highlight the work of prison and correctional staff during the coronavirus pandemic. Messages of support were sent to jurisdictions across the world in an effort to boost the morale of those who work within our prison and probation/parole systems and to give recognition for their dedication, commitment and professionalism as this crisis penetrated into all aspects of society. This campaign was supported by 37 organisations comprising NGOs, Associations, Public Sector agencies and Trade Union bodies and reached out to some 260,000 people, gaining 23,242 reactions on social media platforms.

Data Collection

Utilising various media sources, and in partnership with Abilis Solutions Inc., an interactive map of Covid infections and other indicators can be found on our website.

Webinars

ICPA convened a number of webinars on the Covid-19 topic, bringing speakers together to advise participants on information relating to the virus in correctional settings. Access to these webinars was made open and free of charge with priority for attending live given to our colleagues in Public Sector prison/correctional services and service providers involved in prison staffing and operations. The videos produced from these webinars are publicly available to all.

Our C19 Prisons Taskforce still continues although as systems return to some 'normality' we have decreased our level of activity seen during the initial response stage. The Taskforce continues to monitor the situation and remains on hand to assist colleagues and members across the world wherever we can.

For more information please contact C19PrisonsTaskforce@icpa.org or visit our dedicated Covid-19 Action portal on www.icpa.org.



ICPA CHAPTERS

The Chapters of ICPA assist in developing relations on a regional level and aim to foster cooperation among prison and correctional professionals, agencies and other entities and help to ensure that Association activities and initiatives remain relevant and inclusive throughout other parts of the world.

CHAPTERS

ICPA LATIN AMERICA (ICPA-LA)

To bring together all relevant actors in the correctional community of Latin America, the Caribbean region, Spain and Portugal, with the aim of sharing local knowledge, making available best practices and helping to improve prison services in the Region. A main focus is the development of community sentences, alternative measures and probation services, all of which are underdeveloped in the Region.



EMILIANO BLANCO
CHAIR

ACTIVITIES 2019/2020

The chapter activities in 2019 have been dominated by the collaboration in organising the ICPA Conference in Buenos Aires. This was an event of great importance for the Region. It has helped to raise the profile of ICPA in Latin America and has served as the foundation for many of our efforts to bring together our members.

The Chapter has collaborated with translations and participation in several roundtables.

The situation with Covid-19 has of course taken up 2020. Our members were very busy dealing with the pandemic situation and only recently has it become possible to organise activities to discuss this issue. The Chapter participated in several ICPA activities about Covid and Prisons, including the Taskforce, with a view to adapting some of those activities for Latin America. We have also reached out to our members for them to share their statistics on Covid-19.

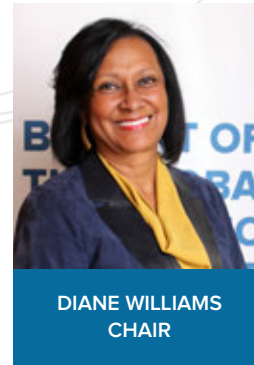
PRIORITIES 2020/2021

- Joint conference with Inter-American Development Bank (IADB) and International Committee of the Red Cross (ICRC) on learnings from Covid-19. We will invite prison directors from our member countries to discuss responses to the pandemic: alternative measures, technological solutions, impact on Human Resources and gradual adaptation for the “new normal”;
- Participation in academic activities;
- Meetings with member countries and relevant academics for the Region.

CHAPTERS

ICPA NORTH AMERICA (ICPA-NA)

ICPA-NA, as the North American/Caribbean Chapter of ICPA, has as its core aims, the advancement of ICPA's values in our region (i.e., advocating for the development of a consistently professional and humane corrections); the continued expansion of ICPA membership; networking with other key partner organisations/associations; and most importantly, seeking ways to bring together correctional leadership in our region to learn from each other and from international developments in the field.



We are a small but committed group of corrections professionals who welcome partnerships and collaborations with other Corrections or Criminal Justice Organisations, emphasising the sharing of knowledge and experience throughout North America and the Caribbean and serving as a conduit for knowledge-sharing internationally on some of the most pressing correctional challenges.

ICPA NORTH AMERICA - BOARD OF DIRECTORS

- Diane Williams (Chair, USA);
- Frank Porporino, Ph.D. (Secretary, Canada);
- Dan Lombardo (Treasurer, USA);
- Gary Hill (USA);
- John May (USA);
- Bernie Warner (USA);
- Bob Goble (USA);
- Steven Carter (USA);
- John Nurse (Barbados);
- Doug Dretke (USA);
- Mark Inch (USA);
- Reggie Wilkinson (USA);
- Jennifer Oades (Canada)
- and with support from Anne Kelly, Correctional Service Canada.

ACTIVITIES 2019/2020

- Prior to the emergence of the Covid pandemic, the ICPA-NA Board met as usual in conjunction with ACA in August 2019 and January 2020. Members participate in various ACA Committees, including the International Relations Committee, and President Williams has a regular agenda item at the meeting of the Correctional Leaders Association (CLA), to provide an update on ICPA activities.
- Skype / Zoom meetings of various ICPA-NA sub-committees have continued during the pandemic period.
- Two new highly respected correctional leaders were elected to the Board of ICPA-NA – Mark Inch, current Director of the Florida Department of Corrections, and Reggie Wilkinson, previous Director of the Ohio Department of Rehabilitation and Correction.

- The Chapter held our first in-person Strategic Planning Session on March 3rd to 5th 2020 to set priorities for 2020-21.
- The ICPA-NA Board reviewed our Chapter Budget and approved revised Articles of Incorporation and Bylaws.
- Two members of the ICPA NA Board (John May & Doug Dretke) contributed to the recent CARICOM Conference on correctional response to the Covid pandemic, and Doug Dretke moderated a number of virtual Covid information exchange sessions organised by ICPA corporate.

PRIORITIES 2020/2021

The following are the key priorities for 2020-21 period identified during the most recent Strategic Planning Exercise:

- Continue to strengthen our relationships with professional forward thinking North American Correctional Organisations, including private, public sector and NGO's, as well as the Association of Caribbean Heads of Corrections and Prison Services and CARICOM;
- Encourage the continued involvement of senior corrections officials from throughout North America & the Caribbean to contribute to our various ICPA publications and participate in ICPA's various virtual events as well as the annual International Conference;
- Conduct a survey of Heads of Service and other correctional leaders in the North American and Caribbean regions to help determine their priority areas of concern and interests in networking with fellow corrections leaders;
- Convene a number of virtual roundtable sessions for corrections leaders to share best practice and discuss innovative approaches to current and emerging challenges;
- Develop a student engagement initiative to encourage students in criminal justice to contribute to possible ICPA-NA projects;
- Continue to contribute to the ICPA Beyond Prisons Taskforce and offer support to the 5th World Congress of Probation & Parole.

CHAPTERS

ICPA EUROPE (ICPA-EUR)

ICPA-Europe, as the European Chapter of ICPA, has as its most important goal, the advancement of ICPA's values in the European region - i.e. promoting the development of a sustainable professional and humane execution of sentences and measures; the improvement of the expansion of ICPA membership in Europe, networking with other key partner organisations or associations in a broader context as there are Council of Europe, EU stakeholders, NGO's, Academics, links with other parts of the world; and most importantly strengthen the position of ICPA in the EU environment, complementary to and in good collaboration with existing organisations, correctional leadership; also exchange information on different levels to give ICPA Europe visibility and credibility in these difficult times (without physical meeting nor workshops) .Use our first line business experience and even more in specific fields as technology or prison & design; (re) connect with European Heads of Services and re-enforce former relationships



ICPA EUROPE - BOARD OF DIRECTORS

- Hans Meurisse (Chair, Belgium)
- Dorin Muresan (Vice-Chair, Romania)
- Pedro das Neves (Secretary, Portugal)
- Michael Spurr (United Kingdom)
- Esa Vesterbäcka (Finland)
- Steven Van de Steene (France)

ACTIVITIES 2019/2020

- Due to the emergence of the Covid pandemic, the later in May/June chosen ICPA-Europe Board was impossible to meet physically; a first informal physical meeting was initially scheduled in 2020 Spring, during the Porto CRS (postponed); the inaugural virtual meeting in May / June was the official start of ICPA Europe; meanwhile the different members use their network to highlight our existence.
- Skype/Zoom meetings have started during the pandemic period.
- Two correctional professionals were approached to become a member; this process is now nearly finished; it concerns Karin Dotter-Schiller from Austria and Paul Geurts from the Netherlands.
- The ICPA-Europe Board approved during the inaugural meeting the guidelines to work together.
- Several members of the ICPA Europe Board are starting to contribute in different initiatives such as the ICPA C19 Prisons Taskforce, webinars, and future formats of our events.

PRIORITIES 2020/2021

The following are the key priorities for 2020-21 period:

- Complete the ICPA Europe Board;
- Fixing the composition and the responsibilities in the Board;
- Continue to strengthen our relationships with professional European Correctional Organisations, including public sector, NGO's, private sector professional companies;
- Detect innovative approaches to current and emerging challenges;
- Connect with the Head of Service in the European area;
- Continue to contribute to the ICPA initiatives and integrate with official European Agencies and entities;
- Support ICPA with experienced professionals for the next Programme Committee for Technology in Corrections (TIC 2021);
- Engage with the Planning & Design Network for a possible future 2022 Innovative Prison Infrastructure Conference (IPIC 2022).



ICPA
International Corrections
& Prisons Association

**INTERNATIONAL CORRECTIONS
AND PRISONS ASSOCIATION**

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