

Humane Corrections:  
What more can we do

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## **ICPA Antwerp 2023**

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22-27 October 2023 - Antwerp, Belgium

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# **ICPA Practice Transfer Taskforce**

Bob Goble (USA ), Frank Porporino (Canada) & Michelle Carpentier (Canada)

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[www.icpa.org](http://www.icpa.org)

# Practice Transfer Taskforce ... Our Workshop Outline

Who we are.

## PART A

Why the PTTF was created?

What we tried to do this past year ... Lessons Learned.



## PART B

**The TWINNING PROJECT STORY : A Case Study Of Successful Practice Transfer**



## DISCUSSION

Your feedback, suggestions, thoughts etc. for going Forward

# Practice Transfer Taskforce ... Who We Are

All Previously Members of the Annual Conference PC

**Isabel Hight (Australia), Past Chair**

Robert Goble (US), Previous ICPA Board Member

**Michael Spurr (UK), Previous ICPA Board Member**

Frank Porporino (Canada), Previous ICPA Board Member

Michelle Carpentier (Canada), Previous ICPA/ED

Transformed  
into  
ICPA  
PTTF

# Why the PTTF Was Created?

- We all have different **primary** motivations to attend Conferences.
- **But we all share an appetite to learn ... and ICPA Annual Conferences can feed that appetite.**
- More knowledge of the world of corrections – **“What’s Going On”**
- Greater awareness of innovation – **“What Else Is Working”**
- Broadened network, connections – **“Who Is Doing What”**

# But Back At Work ...

We can struggle getting others excited about a new idea or practice

We face the full force of:

- Practical constraints -- the 'need to do' takes precedence over the 'nice to do';
- Organizational obstacles -- other priorities; plate is already full;
- Resources -- all spoken for;
- Personal priorities -- we can gradually lose motivation and get immersed in the same **'old' normal**.

# Why Was the PTTF Created?

- ICPA has played a limited role *Post-Conference* in promoting exemplary new practice.
- There is a knowledge-to-practice gap where the Annual Conference is often the end of exposure to a new idea rather than the beginning of exploring possibility for practice transfer.

# Why Was the PTTF Created?

- We saw the possibility of choosing two or three examples of exciting new practices that have been highlighted during the ICPA Annual Conference.
- We acknowledge that the PTTF could only serve a **'connecting and facilitating function'** ...
- Working together with **originators** and possible new **implementors** the idea was to encourage some level of collaboration and sharing of ideas for a smooth process of **practice transfer**.

# What we tried to do these past two years

## Identify some exemplary new practice ...

Following the ICPA Virtual Conference in 2021, we identified 3 opportunities for Practice Transfer that met a set of Criteria:

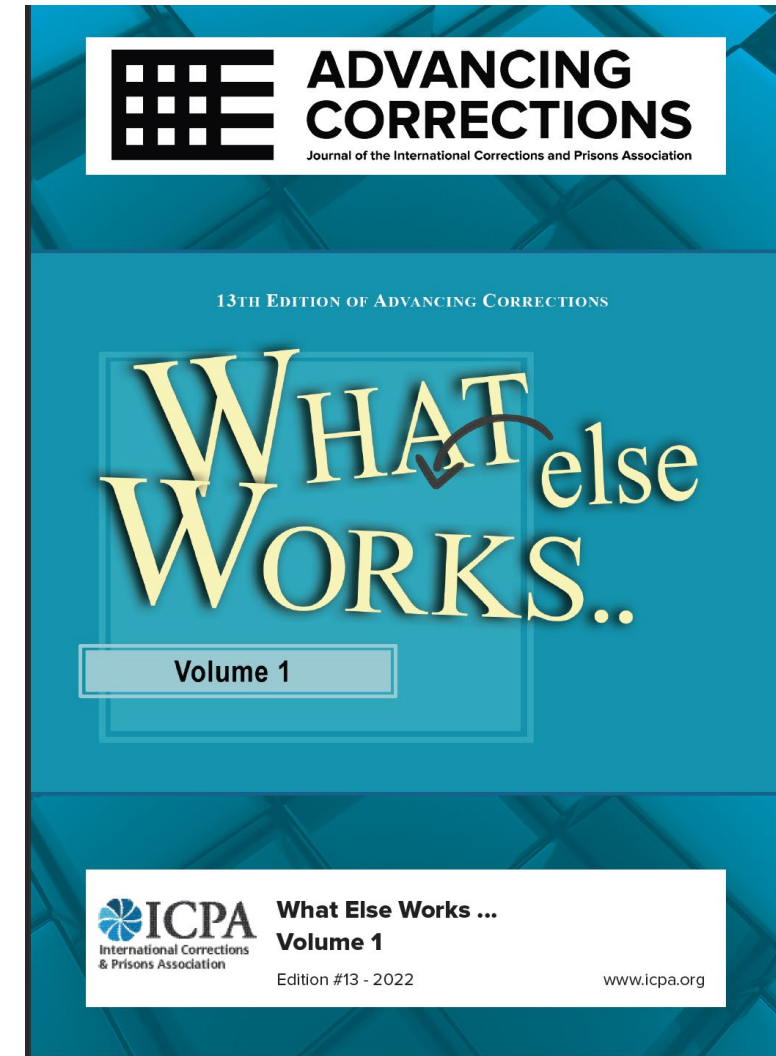
- a) Innovative and significant ... new ideas that could capture the imagination of the global corrections community;
- b) Where the project had shown that it could be sustained for a reasonable period of time (e.g., two years or longer);
- c) Where implementation appeared to be possible and feasible;
- d) Where there was evidence to support the project's acceptance and its positive impact on offenders and/or staff;
- e) Representing different regions of the world;
- f) Where the initiators (project leaders) were supportive of helping others wishing to implement the new idea;

# The projects we identified included:

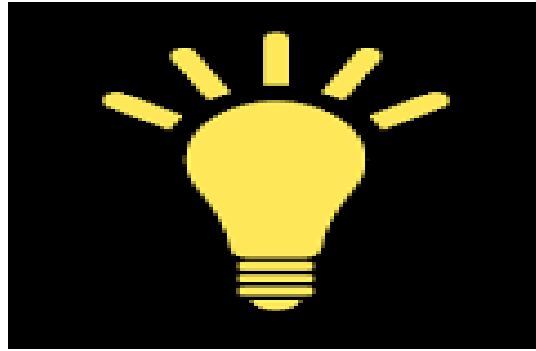
The **HMPPS Twinning Project** ... now active in over 70 of the 117 HMPPS prisons in England and Wales. It 'twins' professional football clubs with the nearest prison allowing select coaches and players to deliver a 12-week certificated curriculum on entry-level officiating and coaching, while engaging and inspiring key life-success traits & habits

In Africa, the **PEN Uganda Program**, a creative writing initiative, has helped many facing long sentences to find their own 'voice' in accepting responsibility, gaining self-esteem and human dignity through the writing and speaking of their life situations.

In British Columbia the **A.R.T & Justice Humanization Project** supporting individual wellbeing and community reciprocity. It grew out of concern from the Covid-19 pandemic's 'spiking' of social isolation and mental illness for incarcerated indigenous peoples. To encourage creative expression, the project provided free art kits across institutions in the BC region.



# And So What Happened?



Of the **THREE** projects we identified ... we were able to get traction with only one ... the **Twinning Project**.

We learned some **LESSONS** ... that we want to share!

## Some Lessons Learned ...

The initiator of the new idea has to be **READY & WILLING** to support one or more new adopters.

The initiator also has to be **ABLE** to offer their support (some level of organizational support for offering others an initial helping hand, clarify the idea/practice and concretize the details of implementation).

In other words, the initiator has to be able to **advise, assist and befriend** the new adopter in some fashion.

Unless a local **Champion** comes forward ... adoption doesn't happen.

# Some Lessons Learned ...

If 'new' **Resources** are required (even if very little) for the new idea/practice ... then it can be a non-starter.

Finding a creative path to new funding may be foundational for new adoption to happen.

Simply announcing examples of New Practice using various communication platforms (Web site, Facebook, Linked-In etc.) or even communicating directly with jurisdictions ... **DOESN'T WORK** to engage new adopters.

**What seems to work is active personal networking to connect with possible new adopters ... and this can be very time consuming!**

# The TWINNING STORY ... why it is succeeding

1. **Proven Success:** Started in an HMPPS women's prison in 2018 and by October 2021 it was operating in over 70 HMPPS prisons.
2. **Originator Involvement:** The person who conceived it is still involved and committed to promote Twinning worldwide .
3. **Organizational Commitment:** The Twinning Foundation's quest is to improve and expand prisoner reentry worldwide.
4. **Attractive to Prisoners and Staff:** The 'hook' in England and Wales is using 'football coaches' to teach a learning curriculum.
5. **Champion/Promoter:** Someone, ideally from the adopting country, takes charge of matching adopters with the originator.
6. **Commitment Equality:** The practice adopter and originator need to be equally desirous and willing to spend time and money.



# The TWINNING PROJECT STORY



## A Case Study Of Successful Practice Transfer

### PART B

# What the PTTF hopes to do going forward ... and needs your help.

- We believe that Practice Transfer is possible even if more difficult than we initially anticipated.
- We have learned some lessons ... but perhaps most important is the fact that trying to generate enthusiasm about a new idea is not enough.
- We want to invite the entire ICPA community of corrections professionals to share their thoughts and suggestions for how to make this initiative another ICPA achievement.
- More particularly, we want to broaden the involvement of Annual Conference attendees and we appreciate your attendance at this Workshop.
- If you would like to support our small PTTF ... please let one of us know!!
- **AND PLEASE HELP BY COMPLETING THE QUESTIONNAIRE ON YOUR CONFERENCE APP.**

# PTTF QUESTIONNAIRE

- **Did you identify one or more new ideas/practices during the Conference that you think merit Practice Transfer? Please explain.**
- **Could it realistically be implemented in your jurisdiction?**
- **What contribution do you think it would make?**
- **Would it fit with what you are already doing that may be related?**
- **Would it need new resources ... ideas about how they could be obtained?**
- **Would you be willing to personally Champion the idea in your jurisdiction/agency?**
- **What support do you think the PTTF could provide? ICPA more broadly?**
- **Any other ideas for moving forward with our PTTF initiative.**

# Practice Transfer Taskforce ...

**YOUR THOUGHTS AND SUGGESTIONS ?**



TICKETS

Exclusive to  
ICPA Members!

# PARENTING FROM PRISON: ENGAGING FAMILIES IN SUPPORTING REINTEGRATION

20.11. AND 27.11

[icpa.org](http://icpa.org)



## PARENTING FROM PRISON: ENGAGING FAMILIES IN SUPPORTING REINTEGRATION



**FRANK PORPORINO,  
CHAIR OF RESEARCH AND  
DEVELOPMENT NETWORK**



**CORIN MORGAN-  
ARMSTRONG, INVISIBLE  
WALLS:**



**LOUISE LEONARDI,  
DAD HERO**



**NANCY LOUCKS OBE,  
CHIEF EXECUTIVE OF  
FAMILIES OUTSIDE**



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