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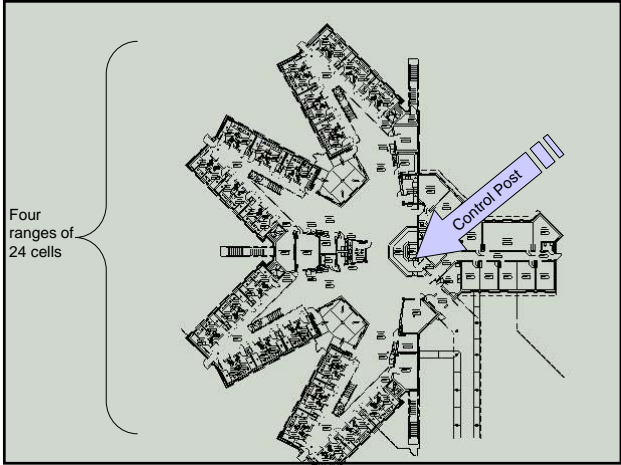
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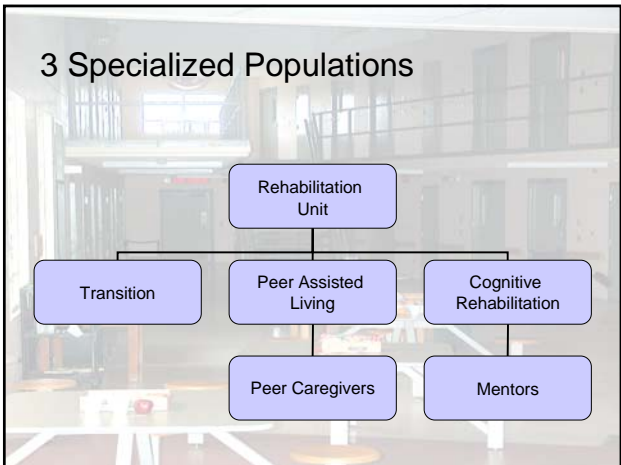
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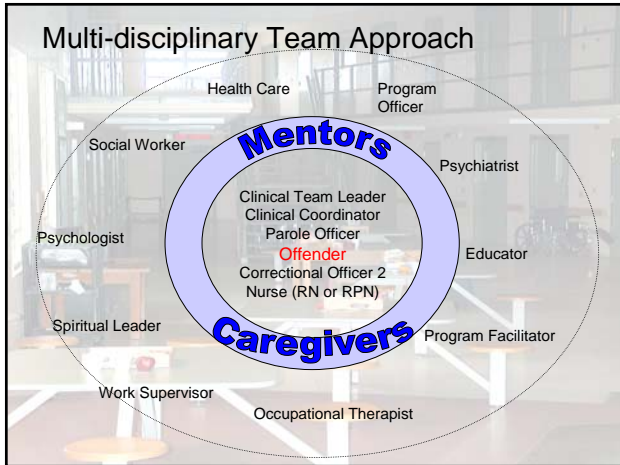
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FASD: Screening and estimating incidence in an adult correctional population

- A: Diagnosis in one of the FASD categories  
9 offenders (10%), 1 pFAS, 8 ARND
- B: Does not meet diagnostic criteria but remains a possibility  
16 offenders (18%)
- C. No FASD-related diagnosis, but other impairments noted  
39 offenders in the "CNS deficits – not alcohol related category (43%)
- D. Normal  
27 offenders (30%)

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### Behavioural indicators of FASD

Item	Pearson r (p<.0001)
Has trouble following direction	.31
Has poor social skills	.27
Has a poor attention span	.25
Has trouble completing tasks	.25
Talks a lot but says little	.25
Acts impulsively	.25
Has poor judgement	.24
Is easily distracted	.23
Has temper tantrums	.23
Is unaware of consequences	.23
Has trouble staying on topic	.23

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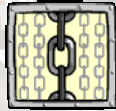
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## Mentorship/Job Coach Program

- A program for inmates with healthy coping skills to assist inmates who have difficulties with daily functioning.
  - Assist in developing a balanced lifestyle (initiating appropriate leisure activities)
  - Problem Solving
  - Conflict Resolution
  - Self Monitoring
  - Advocating, linking with staff
- “External Brain” model



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## Mentor Activities

- Lack of insight (self and social awareness)
- Emotional Volatility
- Concrete attitude, cognitive inflexibility
- Difficulties with Transitions
- Attentional deficits
- Language Deficits
- Memory impairments
- Self-care
  - Personal hygiene, cell cleanliness
- Productivity
  - employment, job coaching)
- Leisure
  - team and individual sports, walking, hobby crafts).
- Activities of Daily Living
  - budgeting, cooking, stress management.
- Communication skills
  - conflict resolution, problem solving,
  - assistance filling out forms, or requesting services

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## Selection of Mentors

- Completed correctional plan
- Abide by institutional rules
- Pro-social, can manage conflict well
- Demonstrate effective assertiveness and communication skills
- Willing to commit to a minimum of six months to a one year period of assisting individuals with cognitive disabilities

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## Characteristics of a Mentor

- Patient, consistent, reliable, empathetic, good listener
- Will not take advantage of others
- Able to work closely with staff
- Pro-social, positive, good attitude, dropped the "Con Code"
- Able to set good boundaries
- Has a good ability to manage stress
- Has a desire to help others

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## Training for Mentors

- "On the job" training by linking with experienced mentors
- Weekly mentor meeting include educational component
- Individual instruction and coaching from staff members
- Peer support
- Mentor Manual – Resource material

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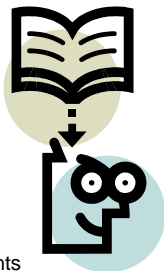
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## Mentor Manual

- Mentor soft skills
- Self assessment component
- Roles and responsibilities
- Code of ethics for mentors
- Influence vs. control
- Karpman's drama triangle
- Stages of change
- Working with cognitive impairments
- Effective communication



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## Mentor Manual (continued)

- FASD
- Acquired Brain Injury
- Autistic Spectrum Disorders
- Mental Health issues (mood disorders, anxiety disorders, OCD)
- ADHD
- Schizophrenia & other Psychosis
- Suicide and self harm



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## Supervision of Mentors

- Weekly group meetings
- Regular individual meetings
- Maintenance programming
- Regular performance reviews (every 3 months)



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## “Strengthened Spirits”

- A group created to encourage cultural revitalization through First Nations ceremonies (sharing circles, smudges, singing & drumming, sweat ceremonies)
- Collaboration of inmates and staff
- Initiated by a Mentor



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### Transition to Lower Security



- Transition house in a minimum security facility
- Informal mentorship in Aboriginal Healing Centre
- Currently examining options for development of program in work camp and half-way house

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### Mentor's experience - Rewards

- I have developed more patience for myself and others.
- Being with people of different backgrounds and abilities has given me a new appreciation of my own health and future potential.
- I have built self confidence and a genuine belief in my own abilities.
- Having someone around I could talk to whenever I needed to.



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### Mentor's experience – the Skills

- Better listening skills
- Enhanced communication skills
- More able to take someone else's perspective
- More assertive
- An ability to not take things personally
- A better understanding of my own skills, how and when to use them
- Better problem solving



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