Date: 7th December 2021

Time: 8.50am to 4.00pm

Venue: Online via Zoom

RSVP: https://www.eventbrite.com/e/te-whanake-understanding-prison-violence-in-aotearoa-symposium-2021-tickets-208872602577

Public event – All welcome. Recommended for an audience of 18+

**Te Whanake**

Prisons are places where people are contained in high concentrations. They are also places where victimization of physical and psychological violence is highly frequent. The previous symposium, *Te Tūāpapa Whakaharatau*, and recent events in New Zealand have reflected the high human, financial, and health costs of violence for the tane and wahine who live and work in these sites. *Te Whanake* is the second symposium hosted by Nga Tūmanakotanga and draws together a range of perspectives
from across the ‘prison ecology’ and includes local and international voices from industry, academia and community for a dialogue on the causes and control of violence in New Zealand’s prison spaces.

The aims of Nga Tūmanakotanga are to understand and decrease physical, sexual, psychological and structural harm and improve safety and wellbeing for those who reside and work in prison settings in Aotearoa New Zealand. We view prisons as ecologies – spaces where people, resources, and the built environment are interrelated – and that violence is a product of these complex relationships. The theme for this symposium, Te Whanake, refers to the growth of knowledge and reminds us of the importance of developing clarity of understanding that knowledge, especially in contexts that are dynamic and often volatile.

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<td>9.00 - 9.30</td>
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<td>Integrated violence prevention: A method to improve the collaboration between employees and managers on violence prevention</td>
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<td>11.15 - 12.00</td>
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*NOTE: Programme may be subject to change
Hon. Kelvin Davis
Minister for Corrections

Hon Kelvin Davis is a successful former teacher and school principal who turned a struggling Northland school around, and enabled the students to achieve beyond their potential. In the 2020 Labour Government, Kelvin was appointed Minister for Māori Crown Relations: Te Arawhiti, Minister for Children with responsibility for Oranga Tamariki, Minister of Corrections and Associate Minister of Education. In the 2017 Labour-led Government he was Minister of Corrections, Māori Crown Relations: Te Arawhiti, and Tourism, and Associate Minister of Education. He has held roles on a number of Select Committees including Māori Affairs (Deputy Chair), Law and Order, Local Government and Environment, Education and Science and Transport and Industrial Relations. Kelvin has also held the spokesperson roles in Corrections, Biosecurity, Education (including Special Education and Māori Education), Māori Affairs, Tourism, Regional Affairs and Justice (Sexual and Domestic Violence).

Kelvin visited Australia, including Christmas Island in 2015 to advocate for the rights of New Zealanders living in Australia, particularly those in detention centres. Born and bred in the Bay of Islands but now living in Kaitaia, Kelvin is a man of the north who brings skills in education and Māori issues to the Cabinet table to improve outcomes for all New Zealanders educationally, financially, culturally and socially.

He is a person with common sense and pragmatism who is able to relate across all sectors of society, but is most at home either fishing or up in the bush of his beloved Karetu Valley.

Contributing factors to cultural tension

Let’s take the opportunity to look at this phenomenon known as cultural tension. What is it? What influences and contributes to it? How do we mitigate and manage it? In Aotearoa, New Zealand there is a history of cringe and resistance to having discussions about “culture”. Within Ara Poutama Aotearoa it is fair to say that this “cringe factor” is often exacerbated in our operating environments. This session will help people to understand the 5 Contributing Factors to cultural tension, that if unmanaged often lead to incidents of violence within those environments.

Neil Campbell
General Manager Rautaki Māori, Ara Poutama

Neil Campbell (Ngāti Porou; Te Whānau-ā-Apanui) has worked for Ara Poutama Aotearoa, Department of Corrections, for the past 27 years and held many operational positions and has been the former Director Māori, and General Manager Cultural Capability. Neil currently holds the National position of General Manager Rautaki Māori. Neil is driven by culture in its many contexts and works closely with other
jurisdictions on matters of cultural identity and effective ways of working with indigenous peoples within the Criminal Justice system.

Integrated violence prevention: A method to improve the collaboration between employees and managers on violence prevention

From a work environment perspective violence at work is a risk factor with severe consequences for the mental and physical health of employees, for the organization and for society. The aim of the research project was to test an integrated approach to violence prevention in 16 workplaces from two high-risk sectors (prisons and psychiatric hospitals) in a scientifically rigorous evaluation set-up. In this presentation, the intervention set-up is presented along with results on the action plans for violence prevention developed from participants in the intervention and identified violence prevention practices from line managers’ perspective.

Sofie Østergaard Jaspers
Danish National Research Center for the Working Environment

Sofie is a postdoc at the Danish National Research Center for the Working environment in the department of the psychosocial work environment. She received her PhD from the same research center on the topic of violence prevention in prisons and psychiatric hospitals. She has a background in psychology and her main areas of research covers workplace violence prevention, intervention research and process evaluation.

Prison violence: What the data is telling us

In this session, Lars and Randy will be discussing the New Zealand Department of Corrections (Ara Poutama Aotearoa) COBRA database that keeps records of all prison incidents (violent and non-violent) as well as details of the prisoner population. Their research provides an initial exploratory dive into how this information can be used for understanding prison violence and the social environment within prisons. An analysis of prison violence at the unit level is applied using machine learning (CatBoost and SHapley Additive exPlanations – SHAP) to provide a prediction model of prison violence as well as identify the important factors (positive and negative) associated with violence. Gang affiliation and security class are important predictors of violence in prison, but there are complex interactions with unit size and the lead offence of the prisoner.

Lars Brabyn
Senior Lecturer, University of Waikato

Lars is a senior lecturer in the Geography Programme at the University of Waikato where he has worked since 1998. He specializes in the application of Geographical Information Systems (GIS) and quantitative data analysis, especially big datasets that require automated analysis using scripts, online python libraries, and machine learning. Initially Lars trained as a forest
ecologist but has since broadened his interest in human geography. In particular, he has a number of journal publications that link GIS and quantitative data analysis to a range of applications including health, crime, migration, demography, landscape and ecology. There is considerable overlap in the analysis techniques used between subjects, such as data visualization and machine learning, and he has been able to apply his lateral thinking skills to utilize these technologies across a wide range of data sets and applications.

**Randolph Grace**  
Professor, University of Canterbury

Randolph ‘Randy’ Grace is Professor of psychology and has taught at the University of Canterbury since 1998. He has published over 150 articles and book chapters in academic journals in a variety of areas including forensic psychology, experimental psychology, comparative cognition, behavioural economics, mathematical psychology and cognitive neuropsychology. He is past President of the Society for the Quantitative Analyses of Behaviour, a Fellow of the American Psychological Association, and a board member of EndSmokingNZ. In addition, he has over 20 years’ experience providing advice to Ara Poutama/Department of Corrections and other government departments on programme evaluation, risk assessment, and research methodology.

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**Safety in prisons: Taking a preventive approach**

Under OPCAT, Inspectors are authorised by the Chief Ombudsman to inspect and monitor places of detention. Although the title of OPCAT refers to “torture”, it deals with all the human rights that apply to people in detention. It is aimed at strengthening protections and improving conditions as a way of preventing ill-treatment from occurring. OPCAT Inspectors are able to visit every part of a prison; they can speak with anyone at the facility and can visit unannounced day or night. This mandate provides the Ombudsman with a unique perspective on prison safety. This presentation will talk to how this mandate is operationalised in Aotearoa prisons.

**Emma Roebuck**  
Senior Inspector, The New Zealand Ombudsman

Emma Roebuck is a Senior Inspector appointed by the New Zealand Ombudsman. The Ombudsman is an Officer of Parliament – an institution that has been part of this country’s constitutional framework for almost 60 years. The Ombudsman handles complaints about public sector agencies, undertakes investigations and inspections of places of detention, and encourages good administration. Among the Ombudsman’s roles is to monitor and inspect places of detention such as prisons to ensure people are treated decently and humanely. This work is done under the United Nation’s Optional Protocol to the Convention Against Torture known as OPCAT.
Driving a pro-social inmate culture in prison: The Macquarie experience

Macquarie Correctional Centre is a maximum security, 400 bed male prison which houses inmates in dormitory style accommodation and has no individual cellular accommodation. Macquarie is located in central Western NSW about 350 km west of Sydney. During commissioning, the absence of cellular accommodation forced the management team to develop methods of ensuring inmate compliance that are outside the means used in traditionally managed centres in Australia. In short, the centres management model is based on very high level of privilege and desirable activity being afforded to inmates. Inmates are in turn acutely aware that this privilege is based on them returning positive and prosocial behaviour and participation in the centres work, programs and life skill activities. The behavioural expectations placed on the inmates are high.

The model has been extremely successful. Although the centre houses a similar cohort of maximum-security inmates to other centres in NSW, the rates of violence and inmate misconduct are at about 10% of the average experienced elsewhere. Participation in employment, programs and Desistance Based activities are nearly 100%. Early studies indicate both the staff and inmate groups feel safer and less stressed than those working in comparable centres. Willingness levels of inmates and staff to engage with each other are also noted to be higher than in other comparable centres.

The centre is currently the subject of a major study being conducted by Professor Andrew Day of Swinburne University and Professor Mark Halsey of Melbourne University. Professor Halsey and Day have identified the management model at Macquarie as being highly consistent with that espoused by Assisted Desistance Theory.

Brad Peebles
Governor, Macquarie Correctional Centre, New South Wales

Brad Peebles commenced his career with the NSW Corrective Service in 1988 and has worked in custodial corrections in numerous centres within NSW over the past 33 years. Brad was promoted to the rank of Governor in 2015 and was assigned the commissioning role at Macquarie in 2017. He has managed the centre since that time. Brad has a Bachelor’s degree in Psychology and Criminology and holds several Diploma level qualifications in Corrections Change Management and Leadership.

Bay of Plenty: Gang harm reduction model

The occurrence of violence in prisons can have wider implications than the behaviour of the individuals directly involved and can reflect origins and reverberations in the wider community – This is especially true when gang whānau are involved. The experiences, insights, and priorities of these communities are important to understand some of the contextual drivers for violence and victimization in prison spaces, and ultimately inform ways to reduce harm. However, these communities are not readily understood, or even involved, in discussions that impact on the wellbeing of their members. In recent years, the NZ Police Gang Harm and Reduction team in Rotorua have been working closely with regional gang leaders and senior members, some of whom have previously been incarcerated for serious violence. In this panel discussion, Timo, Baldy and Karl
will share a gang-informed view about the importance of understanding the community in reducing harm in prisons.

Edward ‘Timo’ Gardiner  
**Gang Harm Reduction team, New Zealand Police**  
Timo is a member of the Prison Reintegration and Gang Harm Reduction team and has been Policing in the Tauranga area for over 7 years. He has held various roles during that time and is an active member of the community as well as the club captain for Rangataua Rugby Club. Timo works as part of a wider team to drive prevention activity in Western Bay of Plenty to create safer and more resilient communities.

Karl Goldsbury  
**Koruru**  
Karl is part of the prison reintegration and gang harm reduction team in Te Tuina Whanau. He uses his lived experience and knowledge to support gang members back into society. Following a successful background in semi-professional rugby league, security work and forestry, he became involved with methamphetamine. His journey, within and outside of prison continued for several rounds before, on his final release, he had earned qualifications in NCEA, business studies and Manāki tangata (care for the land) and bi-cultural social services. Karl’s currently has a role as Te Tuina’s kaitiaki (guardian) of change for gang members. That relationship starts while men are still in prison and coordinated with the Police Harm Reduction team, while Karl and his team work toward reintegration ‘wholly’ into society. Included in his role in the Harm Reduction field, Karl and his team co-ordinate the movement and repurposing of donated furniture to households that are under the TTW umbrella.

Colin ‘Baldy’ Kiriona  
**Koruru**  
Baldy is an active gang member who has been through the New Zealand Criminal Justice System. He has come full circle and is now working with Karl and Te Tuina Whanau to create better outcomes for his community. His role within the Prison Reintegration and Gang Harm Reduction team allows him to use his lived experience to support others who are working to create more positive outcomes within their lives.
Armon Tamatea
University of Waikato

Armon (Rongowhakāta; Te Aitanga-a-Māhaki) is a clinical psychologist who served as a clinician and senior research advisor for Ara Poutama/Dept of Corrections (New Zealand) before being appointed senior lecturer in psychology at the University of Waikato. He has worked extensively in the assessment and treatment of violent and sexual offenders, and contributed to the design and implementation of an experimental prison-based violence prevention programme for high-risk offenders diagnosed with psychopathy. Armon is the research lead for Nga Tūmanakotanga and teaches in the post-graduate clinical psychology programme in the School of Psychology. His research interests include institutional violence, psychopathy, New Zealand gang communities, and exploring culturally-informed approaches to offender management. Armon currently divides his professional time between research, teaching, supervision, and clinical practice in the criminal justice arena.

Nga Tūmanakotanga gratefully acknowledges the support of our funder