

**GARFIELD STAATS**  
BARRISTER & SOLICITOR

---

SUITE 905-100 PARK ROYAL S., WEST VANCOUVER, BRITISH COLUMBIA V7T 1A2  
TELEPHONE 921-4131 - FAX 921-4132

March 13, 1999

TO WHOM IT MAY CONCERN:

It is with great pleasure that I write this letter on behalf of Shirley Lang.

I have known Ms. Lang for approximately three and one-half years and I have always been impressed by her ability to work effectively with the people around her. She has always displayed genuine concern for her clients and the utmost respect for members of the court system.

During the times that I have personally worked with Ms. Lang, I found her work to be exceptional. She has on many occasions written *pre-sentence reports* for clients of mine. Not only were these reports of great help to me and my clients, but they were also of tremendous value to the Judges in their final determination of a case.

Ms Lang possesses an illustrious insight into people's character and that insight is displayed in her work, both in terms of compassion and concern. She has also developed a recognized sensitivity to the Aboriginal people and their communities and has years of comprehensive experience dealing with many aspects of Aboriginal issues. Ms Lang always seems to be giving 110% effort.

I do not hesitate to commend Ms. Lang on the excellent effort she displays toward, not only to her job, but also to her clients and her co-workers.

If you have any questions, please do not hesitate to call me.

Your truly,



Garfield Staats  
Barrister and Solicitor



# VICTORIA NATIVE FRIENDSHIP CENTRE

610 Johnson Street Victoria, BC V8W 1M4 Phone: (250) 384-3211 Fax: (250) 384-1586

August 3, 2004

To Whom It May Concern:

RE: Reference for Shirley Lang

It is with pleasure that I provided this letter of reference for Ms. Shirley Lang. Shirley has worked for the Victoria Native Friendship Centre from April 2000 through to the present in the capacity of Native Prison Liaison, Aboriginal Housing Worker and most recently Youth Worker.

During Shirley's employment with the Victoria Native Friendship Centre as the Native Liaison with the Centre she was instrumental in the development of the Spirit of Justice program. Her dedicated hard work with the Vancouver Island Regional Correctional Centre is well recognized and respected in the Aboriginal community. Since then she has engaged herself in the areas of housing advocacy, fairness to the foster care system and most recently helped develop the Urban Aboriginal Justice Advisory Council.

Shirley's current role as Youth Worker has also included the work around Aboriginal Transformative Justice program named, Ska'ls- Beliefs in Justice. This work has included funding research and assisting with the development of the Urban Aboriginal Justice Advisory Council.

Her work with the Gladue reports have been recognized by the judicial and justice system in taking the lead in the development of culturally sensitive pre-sentencing reporting "Cultural Background Impact Reports" for Aboriginal offenders. Aboriginal offenders represent the highest numbers in the Canadian prison system. These reports allow aboriginal offenders to be treated more fairly in this system as stated in our Charter of Freedom and Human Rights and the United Nations Human Rights Charter. She has shown strong leadership and initiative in this area and continues her fight for the Human Rights for Aboriginal offenders.

Should you require any further information please contact me at your convenience.

Sincerely,

Bruce Parisian,  
Executive Director





April 24, 2009

To whom it may concern,

Re: Ska'ls Transformative Justice Program

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I begin by extending my appreciation for Shirley Lang and her involvement with the Ska'ls Transformative Justice Program. Shirley has provided her services in an attempt to educate justice officials regarding issues which impact the lives of First Nations people in the criminal justice system.

While I have been witness to the success and power behind the reporting and advocacy that Shirley Lang, through Ska'ls Transformative Justice Program, provides in the courtroom, no person benefits more than the First Nations individual involved in the criminal justice system. While many times these individuals would have had no support and advocacy, Ska'ls Transformative Justice Program provides a venue whereby the courts are educated on relevant issues.

It is my opinion that justice officials such as defense counsel, crown and judges have a deep appreciation for the knowledge brought to the table by Ska'ls Transformative Justice Program. If I had to provide one suggestion for the program, I would make available the author of the Gladue Reports to come to court and speak to the report. While I understand that Shirley Lang is only one person covering a wide jurisdiction, the author should always take credit for her exceptional sensitivity and clarity.

Please feel free to reach me should you have any questions.

Yours truly,

Roger Batchelor, BA, BSc, MA, MBA, MOD, LLB  
Barrister and Solicitor

**Shirley Lang**

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**From:** [REDACTED]  
**Sent:** Friday, April 24, 2009 8:40 AM  
**To:** [REDACTED]  
**Subject:** Recomendation  
**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**IISP Gladue Recomendation**

Working with Shirley turned out to be a positive outcome. We never had so much support from someone in the matter that my family was in. We as a family became stronger together knowing we had her support and help with any matter we had. My family are very close and with all that happened I know without her support we would have fallen apart. She kept our heads up high and never judged once. She was there to answer any questions we may have had. She wrote a gladue report for my son and she picked out every strength that my son needs. The judge understood the matter of how we needed our culture background and she has been that support since. My family and I feel stronger knowing we have this support. It brought out a positive instead of a negative feeling in the justice system and I am thankful that she walked into our lives. Thank you for reading.

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# WINDSOR LAW GROUP

Barristers, Solicitors & Notaries Public

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BROOKE A. MACLEOD

H. MARIE MORRISON  
COLLEEN SPIER  
+ of Counsel  
+ Professional Law Corporation

Our File: [REDACTED]

VIA FACSIMILE: 250-384-1586

June 11, 2009

Victoria Native Friendship Centre  
231 Regina Avenue  
Victoria, BC V8Z 1J6

**Attention: Shirley Lang**

Dear Ms. Lang:

Re: [REDACTED]

I confirm that I attended the sentencing of [REDACTED] on his behalf on June 4, 2009.

Whilst the Crown was looking for jail time, since this is his fourth domestic incident known to them with respect to the same complainant, he was given a conditional discharge for a year and a period of probation afterwards. It was a joint submission that the terms of the probation period include all of the recommendations given in the Gladue Report, given the Crown recognized the difficult situation, the circumstances and history of [REDACTED]. Upon speaking with me prior to the sentencing, we came to an agreement that, as long as the plan was that [REDACTED] follow through with the majority of the recommendations as and when directed by the Probation Officer, they would agree to the conditional sentence, rather than jail time as well.

May I take this opportunity to thank you for your assistance. If you need further information, please do not hesitate to contact me.

Yours very truly,

**WINDSOR LAW GROUP**

Per: [Signature]

**BROOKE A. MACLEOD**

BM/ab

**Shirley Lang**

**From:** Sissons, David AG:EX [David.Sissons@gov.bc.ca]  
**Sent:** Thursday, June 11, 2009 2:02 PM  
**To:** Shirley Lang  
**Subject:** RE: Gladue Report  
**Follow Up Flag:** Follow up  
**Flag Status:** Red

Dear Shirley:

I commented to the Court that the report was extremely thorough and that your recommendations should provide the Court with some excellent alternatives in the sentencing of [REDACTED]. Some of those recommendations were included in [REDACTED] probation order.  
 Thank you for your assistance.

David Sissons  
 Crown Counsel

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**From:** Shirley Lang [mailto:shirley.justice@vnfc.ca]  
**Sent:** Thursday, June 11, 2009 11:55 AM  
**To:** Sissons, David AG:EX  
**Subject:** Gladue Report  
**Importance:** High

Hi David,

I understand you were the Crown on the sentencing day for [REDACTED]. Tom Morino said you had some very positive things to say about the Gladue Report that I had written. I would love to hear directly from you how you felt the report assisted with the sentencing. Your response will certainly assist us with the continued development of our Aboriginal Justice Program here at the Victoria Native Friendship centre. Please let me know. I appreciate it. Thank you very much. Shirley

*Shirley Lang, Justice Coordinator/Worker  
 Ska'Is Transformative Justice  
 Victoria Native Friendship Centre  
 231 Regina Ave. Victoria, BC, V8Z 1J6  
 Tel: 250-384-3211 Ext: 207  
 Fax: 250-978-2270  
 Cell: 250-818-6101*

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 Thank you for your attention and cooperation.

# GESELBRACHT BROWN

BARRISTERS SOLICITORS & NOTARIES  
#3-4488 Wellington Road, Nanaimo, British Columbia, V9T 2H3  
E-Mail Address: geselbracht-brown@bigfoot.com  
Telephone: (250) 758-2825 Fax: (250) 758-7412

WILL WYN GESELBRACHT\*†  
MICHAEL L. WARSH

MICHAEL W. BROWN\*†  
SANFORD M. BARTLETT\*

\* Denotes Law Corporation  
† Also of the Alberta Bar

File No. [REDACTED]

September 29<sup>th</sup>, 2000

Via Fax - 708-0311

Dakota West Consulting  
P.O. Box 48003  
3575 Douglas Street  
Victoria, BC V8Z 3L0

Attention: Shirley Lang

Dear Madam:

**RE: [REDACTED] - Gladue Background & Cultural Impact Assessment**

Please find enclosed our trust cheque in the amount of [REDACTED], in full and final settlement of your account regarding the Gladue Background and Cultural Impact Assessment as set out in your recent fax transmission of September 13<sup>th</sup>, 2000.

You will be pleased to know that Madam Justice Dhillon commented very favorably upon your report during [REDACTED] sentencing on September 5<sup>th</sup>, 2000 and relied on your report rather than the pre-sentence report prepared by Mr. Paruk of Probation Services.

Thank you for your patience and hard work in this matter.

Yours truly,

**GESELBRACHT BROWN**

Per: 

Will Wyn Geselbracht

WWG:ps

Enc.



LARRY GILBERT  
BARRISTER & SOLICITOR

---

517 MT VIEW AVE • VICTORIA, B.C. V9B 2B2 • 478-8881 • FAX: 478-8801

November 17, 1999

Shirley Lang  
Dakota Consulting  
PO Box 48003  
3575 Douglas St  
Victoria, B.C., V8Z 3L0

Dear Ms. Lang,

**RE: DAKOTA CONSULTING**

I am writing this letter to indicate my support for Dakota Consulting and the work that is being done by your company. My clients and I have had the pleasure of relying upon your experience and expertise. In particular, a young offender who was facing incarceration received a suspended sentence with substantial conditions directed toward healing and rehabilitation based almost entirely on the report that your company prepared for this young person. I commend you and your employees on the excellent work you are doing. I cannot overstate the importance of cultural and sensitive reports which deal with the Aboriginal offender on a holistic basis. Please keep up the good work.

All My Relations,

  
Larry Gilbert

**KING SUTTON**  
BARRISTERS AND SOLICITORS

ALBERT E. KING, B.COMM., LL.B. †  
BRIAN D. SUTTON, B.A., LL.B. †  
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155 Commercial Street  
NANAIMO, British Columbia  
V9R 5G5

Associate Counsel:  
JAMES N. R. DUNN, LL.B.

†Denotes Law Corporation

*Reply to attention of:* James N.R. Dunn  
*Our File:* Dunn

June 24, 1999

Canadian Bar Association  
Criminal Justice Subsection (Nanaimo)  
P.O. Box 2228, Stn. A  
Nanaimo, BC  
V9R 6X9

Dear Nanaimo Bar:

**Re: Shirley Lang**

I am writing to introduce Shirley Lang.

As you no doubt are aware, the Supreme Court in Canada in the recent case of Regina v. Gladue, has said that Courts must consider the special circumstances of Aboriginal offenders. Accordingly, it is important that counsel obtain further material to present to the Court than what is contained in your standard pre-sentence report.

Legal Services has indicated that they will pay for special reports as to the particular circumstances of Aboriginal offenders.

Further, legal services has indicated that it will pay additional preparation fees to counsel for obtaining such reports. You may contact James Deitch at legal aid to obtain authorization for extra preparation for such reports.

Ms. Lang is an exceptionally talented individual who has experience in writing expert reports and is prepared to provide such reports for counsel. Her resume includes Mr. Justice Dobm's advice to Crown Counsel that Ms. Lang's report was one of the best he had seen.

Yours very truly,

**KING SUTTON**

Per:

James N.R. Dunn  
JNRD/tns

One can see from the foregoing that Shirley is very motivated, highly personable, very organized and is passionate about Justice issues. I would highly recommend her to you. If you have further questions, please email me at [jborrows@uvic.ca](mailto:jborrows@uvic.ca).

Sincerely,

A handwritten signature in dark ink, appearing to read "John Borrows". The signature is fluid and cursive, with the first name "John" and last name "Borrows" clearly distinguishable.

Dr. John Borrows, F.R.S.C.  
Professor and Law Foundation Chair in Aboriginal Justice  
Faculty of Law, University of Victoria



skills and attitudes. There was an enthusiastic response to a similar initiative being set up in Victoria. The organization was incorporated and a small board was created to direct its path. Shirley's work led to the holding of many healing circles for those who were incarcerated which lasted for a period of three years, including a brief program which was funded by CSC to conduct specific reintegration services of Federal offenders upon release. Spirit of the People also performed significant outreach and liaison work for Aboriginal people in the area. The process was unfortunately halted by an official within the corrections system for reasons that were not apparent to the organization.

Perhaps the highest profile initiative of Spirit of the People, beyond their work with individuals, was a conference on Section 718(2)(e) of the Criminal Code and the Gladue decision. This conference provided context and a depth of information of working with Aboriginal peoples through an Aboriginal Justice focused strategy. Fifty presentations were given and Shirley was at the heart of organizing the entire enterprise. There were over 150 delegated, ensuring that the audience was composed of a wide range of representatives from all aspects of the justice system. There were also many Aboriginal workers from Aboriginal justice programs. The type of people who attended were judges, crown and defense counsel, legal aid lawyers, paralegals, city police, RCMP, correctional officers and management, parole and probation officers, institutional chaplains, health care workers, students, and Aboriginal and non-Native community members. After the conference was completed Spirit of the People was wrapped up because of the financial and other challenges associated with sustaining its work. However, Shirley continued to work with the federal and provincial system, trying to bring an Aboriginal focus to it, through writing Gladue Reports. These reports take about 30 hours to write and contain a snapshot of the person, the community's resources to help a person and the wider contextual issues connected with Aboriginal peoples negative interactions with the criminal justice system. Shirley notes that in recent years these Reports have 'dried up' and that not many are being done in the Victoria courts. Lawyers and judges do not seem to be asking for them, and it appears as though Legal Aid does not sufficiently fund them.

Furthermore, for many years Shirley has been the Native Liaison for the Vancouver Island Regional Correctional Centre with the Victoria Native Friendship Centre. In that role she has built strong relationships within the justice system and Aboriginal communities. This led to permission to construct a Sweat Lodge on Correctional Centre property which continues to operate to this day.

Furthermore, in 2005 the Department of Justice contacted Shirley to receive funding for an Aboriginal Justice Program, through the Aboriginal Justice Strategy. Shirley worked with the Victoria Native Friendship Centre and partnered with Bruce Parisian in the venture. The first year of funding involved consultation with the local community to determine what they would like to see in a justice program. The second year Shirley helped implement what the community had suggested. This led to the running a very small but important program, 2 days per week, which is making a difference in peoples lives.



**University  
of Victoria**

**Faculty of Law**

PO Box 2400 STN CSN  
Victoria British Columbia V8W 3H7 Canada  
Tel (250) 721-8150, Fax (250) 721-8146

October 1, 2007

Shirley Lang, Justice Coordinator  
Dakota West Consulting for  
Ska'ls Transformative Justice  
Victoria Native Friendship Centre

231 Regina Ave  
Victoria, BC, V8Z 1J6

This letter is in reference to Shirley Lang's work in the field of Justice over the past decade. Her work has been of the highest value and made a significant contribution to the community.

Shirley arrived in Victoria in 1999 and became actively involved with the Aboriginal community. One of her motivating philosophies is that Aboriginal Justice is about healing and balance specific to the First Nations and their traditional practices.

Shirley began her experience on Vancouver Island by working in the Residential Historical Abuse Program which lead her to interview and conduct healing circles with men incarcerated at William Head. Here she learned that many people who were in prison had been separated from their communities through earlier involvement with residential schools, the 60's scoop and multiple foster placements. She was told that systemic factors of early removal from loving family placements were a significant factor in subsequent conduct. This led to Shirley's involvement in helping to coordinating plaintiff's services for former residential school survivors, including those from the Port Alberni School.

At that point, with developing experience with the Aboriginal communities in Victoria, Shirley spoke to others about her experiences with Spirit of the People in Ontario. Spirit of the People assists Aboriginal people who have been involved in the criminal justice system through counseling and referral programs, "Train the Trainer" initiatives, job readiness and job skills efforts, anger management programs and ongoing circles for those who have been in conflict with the Criminal Justice system. It also focuses on Aboriginal youth and young people, to work on prevention and the building of positive



November 9, 1999

Dakota Consulting  
P.O. Box 48003  
3575 Douglas Street  
Victoria, B.C. V8Z 3L0

**Attention: Shirley Lang**

Dear Ms. Lang:

By way of this letter I wish to thank you for the excellent and comprehensive report that Dakota Consulting prepared for a sentencing which occurred in Port Alberni Provincial Court on October 27<sup>th</sup>, 1999. The 17 year-old male subject of your report faced sentencing on numerous serious charges. Your report described both the tragic circumstances of this youth's background and the strengths of his family support network in great depth.

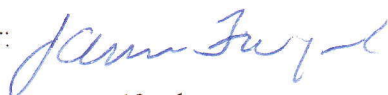
His Honour Judge Frederick Green stated that your report was "a most helpful refresher" on background factors particular to aboriginal accused persons, which allowed him to bring matters "into focus". Judge Green commended the writers of the report, defence counsel for requesting it, and "those who paid for it". Judge Green, in passing sentence on the above-described youth, implemented the central recommendations of your report, and endorsed the warrant of committal with the words that "FAS / FAE testing by persons identified in the report of Dakota Consulting is strongly urged". Due in no small part to your report, this youth received a rehabilitative sentence.

I recognize that the remuneration that you received for preparing this report did not reflect the amount of time and energy that you expended. Thank-you sincerely for your efforts and assistance in this matter.

Yours truly,

**Braker & Company**

Per:



James G. Fulford





November 16, 1999

DAKOTA CONSULTING  
2385 Westhill Place  
Nanaimo, BC  
V9R 1B6

Attn.: Shirley Lang

Dear Shirley,

Re: [REDACTED]

Thank you for your completed report on [REDACTED]. I am sure your information was instrumental in helping achieve the relatively low sentence that Mr. [REDACTED] was granted. More importantly, however, his Honour Judge Iverson acceded to my request that your report follow Mr. [REDACTED] and become part of his prison record, as opposed to languishing in the court registry file. This will allow any probation plan prepared for him to utilize your comprehensive background material on Mr. [REDACTED]. In my opinion, this will greatly enhance the likelihood of his rehabilitation and the chances of him receiving appropriate counselling and treatment.

I realize the time spent on your report far exceeded the remuneration Legal Aid pays on these matters, but your efforts were greatly appreciated. I will certainly be contacting you in the future when I have suitable clients that will need your invaluable assistance.

Yours truly

STEPHEN TAYLOR - LAW OFFICE

STEPHEN D. TAYLOR

SDT/ss

**DAVID N. FAI**  
**LAW CORPORATION**  
**BARRISTER & SOLICITOR**

VIA FAX 1 PAGE

November 22, 1999

Dakota Consulting  
3575 Douglas Street  
Victoria, BC V8Z 3L0

Attention: Shirley Leng

Dear Sirs/Madams:

Re: George Brown  
and David Swan Gladue Reports

We are writing to advise that Legal Aid has denied our request for a Gladue Report Disbursement. Their position is that the Court should pay for such a report, as it is in the nature of a pre-sentence report. We disagree with that view and shall be bringing on a application in Supreme Court for an Order requiring LSS to pay for the report on December 1, 1999. (Alleging that it would be a breach of our client's right to make full answer and defence as guaranteed by section 7 of the Charter of Rights, for the report not to be approved.)

If we are successful in obtaining the Order we would like you to prepare the report as soon as possible. We anticipate that the sentencing, which is currently scheduled for December 22, 1999 would have to be adjourned to accommodate preparation of the report.

In addition we have another client for whom we would like to obtain a Gladue report. His name is David Swan. He has pleaded guilty to two counts of historic sexual assault of his step-daughters. He is an aboriginal offender, who was himself abused as a youth at a residential school in Alberta. He has two prior sex related convictions and has an alcohol problem. He has however, been sober for 8 years, and these offences are over a decade old.

Yours very truly,  
David N. Fai  
Law Corporation  
Per:

**DN Fai**

David N. Fai

DNF/ws