

Stephen Hall

Oakville, Ontario

Summary

A bilingual and experienced professional assisting individuals and organizations in creating and maintaining safe and healthy workplaces and neighbourhoods.

Professional Experience

Safety Consultant

Steve Hall Safety Consulting Services.

July 2014- Present

- Safety Consultation for profit and non-profit organizations and businesses.
- Training Design and Delivery on Crisis Intervention, Community Worker Safe Practices, Incident Preparation and Response, Trauma Management and Team Response.
- Review, Design and Implementation of Safety and Security Policies and Procedures
- Operational and Environmental Safety Auditing
- Post Incident Support and Strategy Building
- Compliance consultation to OHS Bill 168.

Crisis Management Consultant

The Strategic Improvement Company Inc.

May 2008- June 2014

- Crisis Management Consultation for profit and non-profit organizations and businesses.
- Training Design and Delivery on Crisis Intervention, Community Worker Safe Practices, Incident Preparation and Response, Trauma Management and Team Response.
- Review, Design and Implementation of Safety and Security Policies and Procedures
- Providing Safety and Security Expertise Consultation and Project Management
- Safety and Threat Assessments, Operational Reviews and Incident Investigation and Response.
- Compliance consultation to OHS Bill 168.

Senior Training Consultant/ Adult Educator

Canadian Training Institute

December 1999 – June 2011

- Content development and facilitation of Adult Education training modules aimed at personal safety, occupational health and safety, crisis and trauma management to organizations across Canada.
- Project Coordination for “Breaking the Cycle”, a federally funded pilot project targeting “high-risk” Toronto youth gang members and providing an alternate lifestyle to gangs through employment or education.

Community Safety Consultant

Toronto Community Housing Corporation

August 2005 – May 30 2008

- Responsible for all safety-related concerns, responses and strategies for 5500 housing units dispersed across 40 sites in 4 High Priority Neighborhoods (North York West- Jane and Finch corridor, York Weston and Don Mills Agincourt) including the creation and implementation of safety audits, risk assessment and safety plans for each site.
- Design and deployment of technical safety strategies aimed at reducing crime. (CCTV, access, remote viewing stations, lighting, etc).

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- Creation and delivery of crisis management, trauma support as well as personal safety training modules for all TCHC employees and community partners.
- Liaison with Senior TCHC staff, City Council, stakeholders, other government representatives, members of the public and neighbourhood organizations in order to develop strategic responses/partnerships to address neighbourhood safety issues.
- Liaise with several Toronto Police Divisions and Departments and other law enforcement agencies. (York, Halton, Peel, RCMP, CSIS...)
- Provision of managerial support and consultation to Security Staff and Special Constables.
- Development, recommendation and administration for the Safety budget.

Instructor/ Educator

George Brown / Humber Colleges

Fall 2001 – Fall 2006

- Delivery of COUN 9009 (Crisis Intervention) course at George Brown College to an average of 25 students enrolled in the Advance Level Counseling Certificate.
- Delivery of SSW.711 course at Humber College (Kipling Campus) delivered to students enrolled in the Social Service Worker Program and other related certificates. This course falls under the Crisis Intervention Certificate.

Provincial Child Advocate

Ministry of Family and Children, Province of Ontario

September 2000 – March 2002

(formerly Ministry of Community and Social Services)

- Advocacy services (complaint resolution process) on behalf of children and families who received or sought services authorized under Section 102 of the CFSA.
- Principal Investigator of alleged institutional abuse and excessive use of force reported by children and young adults in provincial care.
- Organization, development, and implementation of systemic safety policies and procedures for 'high risk youth' in custody or community programs throughout the Province of Ontario.
- Drafting of documentation and comprehensive reports to the Minister and other key stakeholders on issues concerning children and families who required advocacy in relation to services provided by the Ministry, and for whom normal complaint procedures were not effective.
- Guarantor of statutory rights for all Francophone children in Ontario.

Probation Officer

Mississauga Area Office (MCSS Ph1)

December 1998 – August 2000

- Case management of a Young Offender caseload under the Young Offenders Act.
- Liaison with law enforcement, criminal justice and community based agencies in an ongoing effort to develop preventative strategies and meaningful alternatives to the traditional judicial responses.
- Preparation and presentation of Pre-Disposition Reports for Ontario Youth Courts.
- Monitoring and supervision of youth in community placements and advocating for community services to wrap around.
- Member of the Critical Incident Stress Debriefing Team for the Province of Ontario (MCSS).

Shift Coordinator

Syl Apps Youth Centre, Oakville

September 1994 – December 1998

- Scheduling, events and safety matters for front line, management and administrative staff as well as 60 youth in a forensic maximum security youth custody facility.
- Selection and coordination of the Emergency Response Team (ERT) deployments.
- Liaison with Ministry's Regional Offices for Serious Occurrences Reports.
- Monitoring and supervision of staff in relation to Traumatic Management and Stress.

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Senior Manager (Assistant Director)

Portage Program for Drug Dependencies

September 1987 – June 1994

- Young offenders' assessment at various secure custody facilities throughout southwestern Ontario to determine eligibility for admission to the Portage Program.
- Development of program content and staff supervision in assisting young person to return back to the community after completion of the Portage program.
- Liaison and ongoing community development with community and social service agencies to create targeted resources/supervision and assistance at the community level.

Skills/Competencies

- Trusted advisor to senior management/executive on health and safety related matters.
- Solid knowledge of the criminal justice system and other relevant legislation.
- Expert knowledge in the field of assessment, training and response protocols in crisis management.
- Solid experience in assessing, creating and monitoring health and safety strategies and responses to meet the specific needs of private and not for profit organizations and communities.
- Expert knowledge and application of counseling and advocacy skills relating to antisocial behaviour and trauma Advanced knowledge and training in Equality and Diversity, Bullying and Harassment, Managing Conflict, Violence and Aggression, Stress Recognition and Reduction (Traumatology), Crime Prevention Through Environmental Design (CPTED).
- Highly developed analytical, problem solving, negotiating and conflict resolution skills.
- Demonstrated ability to handle sensitive, confidential information and exercise discretion, with a high degree of initiative, sound judgment and creativity in problem solving.
- Superior mediation and negotiation skills.
- Demonstrated ability to handle multi-faceted project responsibilities and to meet established deadlines and perform well under pressure.
- Excellent facilitation and presentation skills – with emphasis on developing and delivering community and outreach initiatives focused on building safer communities.
- Solid people management experience and leadership skills; coaching, mentoring, team-building
- Excellent written and verbal communication skills in both English and French.
- Superior planning, time management and organizational skills.
- Team player with an excellent work ethic and a positive attitude.
- Proficient in Microsoft Excel, Word, PowerPoint, Access, Outlook, Microsoft Project, HMS, CORA and Easy Trac.

Education

Bachelor of Arts

University of Guelph, Ontario

Sociology Major

(Criminology focus under Dr. Susan Reid' studies)

Advanced Certificates

Crime Prevention Through Environmental Design (CPTED) Level II

Member of the International Society of Crime Prevention (ISCP)

Community Worker Safety Strategies Instructor

Personal Safety Instructor

Non Violent Crisis Intervention Instructor

Trauma Management and Critical Incident Management

Supervision and Effective Team Building