

**County of Monterey**  
**Template for Boards, Committees and Commissions (BCC) Annual Report**  
**to the Board of Supervisors**

The purposes of an Annual Report are to:

1) Bridge the gaps between the organizations who are doing work on behalf of the residents of our County and the Board of Supervisors (BoS) who are responsible for making the policy decisions. These reports will serve as an annual opportunity for organizations to advise and inform the BoS, and a chance for the BoS to provide direction to the organizations.

2) Increase the transparency and accountability of County Government. These reports will provide organizations with an annual opportunity for self reflection, celebration of accomplishments, and planning for the future. Sharing this annual self-report with the public will increase awareness and understanding about the different functions of County Government.

This form is intended to be used as a template to help provide the priority categories of information to be reviewed by the Board of Supervisors. The annual report is considered a collective overview through the Boards, Committees and Commissions (BCC) group consensus prior to identifying goals and accomplishments achieved. This annual report template serves as a guide to assist with synthesizing the annual update within five to ten (5-10) pages maximum. Please indicate whether another format and/or supplemental supporting documents are necessary.

**ORGANIZATION INFORMATION**

Name of Organization (and any AKA): Community Restorative Justice Commission

Mailing address: C/O County of Monterey Probation Department

Officers (Name and Title): \_\_\_\_\_

Type of Organization:

☐ Board

☒ **Commission**

☐ Council

☐ Collaborative

☐ Subject to Maddy Act

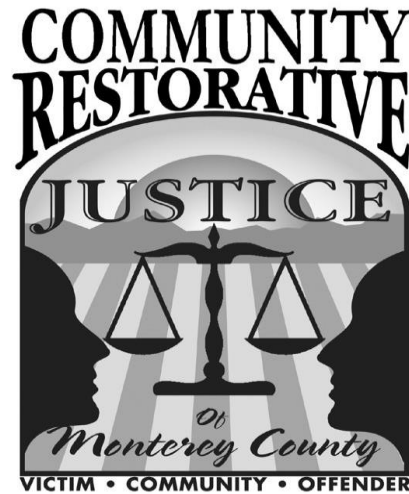
☒ Subject to Brown Act

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**Monterey County**

**Community Restorative Justice Commission**

**2013 Annual Report**

**to the Board of Supervisors**

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## **CRJC'S HISTORY, PURPOSE and MISSION:**

The Community Restorative Justice Commission (CRJC) was established by the Monterey County Board of Supervisors by resolution 00-364 on September 26, 2000.

**Vision:** Assist in the development, strengthening and support of the current restorative justice programs throughout the county.

**Mission:** CRJC strives to balance the legitimate needs of the victims, community and offenders. The commission sets policy and makes recommendations for restorative justice programs. These successful programs enhance community protection and develop empathy and competency in the offender. They also provide direct accountability of the offender to the victim and victimized community moving toward restoration and healing.



CRJC oversees community education on restorative justice issues and reviews and evaluates restorative justice needs, services, facilities and special concerns. In addition, the commission oversees the partnerships between probation, law enforcement, the judiciary and Restorative Justice Partners, Inc. (RJP), the community based non-profit corporation established to implement restorative justice in Monterey County.

The Commission meets on the third Monday of every month at 12:00 PM in the Monterey Room at the Government Building.

The Commission consists of 19 members representing Monterey County:

Probation Department  
District Attorney's office  
School Educators  
Faith Community  
Student  
State Corrections  
City Mayors  
Person with personal experience  
with the criminal justice system

Victim representative from all 5 Districts  
Public Defender  
Business Community  
Non-profit  
Chief of Police  
Local Corrections  
Member of the Board of Supervisors

**Problems, needs or issues that the Commission addresses and how the work addresses the underlying or root causes of the problem:**

Restorative justice recognizes the need to keep the community safe from violence and harm through strategies that build relationships and empower the community to take responsibility for the well-being of its members. Restorative justice seeks to build the pro-social skills of those who have harmed others, addressing the underlying factors that lead a young person to engage in delinquent behavior, and building on their strengths. Restorative justice strategies provide opportunities for victims to be heard, and for offenders to be held accountable and enable them to repair the harm they have caused.

Juvenile offenders have an opportunity to avoid becoming a ward of the Court. Instead, they can learn skills to self-correct, make things right, pay restitution, and move forward with their lives. Victims have the opportunity to be heard, begin their personal healing, gain confidence in the justice system, and have the opportunity to contribute in building a healthier community.

**Community Restorative Justice Constituents:**

The commission constituency includes local law enforcement agencies, business owners that make referrals and request assistance from Restorative Justice Partners, Inc. (RJP) programs. Services offered by RJP include practices that serve: to deter minors from further involvement in the justice system; school administrators looking to RJP to develop programs in the schools to bring respect and more effective disciplinary alternatives to the classroom and quell violence; and parents, churches, civic clubs, and other community leaders, looking to the Commission for answers to the violence in our county.

Restorative justice services are open to all races, ages, economic classes, and geographical sections of Monterey County. For 2013 the demographic characteristics of RJP participants were predominantly youth under 18 years of age (77%), Hispanic (71%), and Salinas and South County residents (79%).



2013 Victim Offender Reconciliation Program trained volunteers cohort.

## **CRJC GOALS AND ACCOMPLISHMENTS:**

The Commission hosted a retreat in collaboration with Restorative Justice Partners, Inc. in August 2011 where three goals were identified. The Commission used the identified goals to continue to guide its work in 2013. The goals are listed below with progress updates on each of them:

**1) Move the mediation process from strictly juvenile to include adult offenders.**

- RJP, Inc. gave a presentation to the District Attorney's Victim Advocacy Unit and the Public Defender's office.
- The Commission continues to co-host the District Attorney's annual Victims' Dedication Ceremony.
- The Commission plans to invite the presiding judge to visit a commission meeting.
- The Commission, with RJP, Inc., is exploring options for utilizing Restorative Justice in settings separate from the criminal justice system. Two current options are to work with the homeless population and with the school districts.
- The Commission feels challenged in finding the best way to access adults in the Monterey County criminal justice system. Conversation continues around building proper infrastructures to support moving such programs forward. Stakeholders are engaged in exploring this possibility over time.

**2) Start programs responsive to the AB 109 Public Safety Realignment.**

- RJP, Inc. has begun conversation with the Re-entry staff to offer services through the space provided at the Probation Department, 20 East Alisal Street, Salinas, CA, to newly released adult offenders.

**3) Provide education and marketing of Restorative Justice to the larger community, especially in schools.**

- RJP, Inc. gave a presentation on Restorative Justice to the Monterey County Police Chief's Association.
- Chief Penko, CRJC Chair, has proposed training topics related to restorative justice at the California Police Chief's conference.
- A workshop offered in the fall to update Commissioners and the RJP Board on restorative justice principles and the local programs offered.
- Individual commissioners continue to publicize within their circle of influence and social networks (email lists, Facebook, community groups, etc.) to publicize RJP's programs.
- Local media coverage for restorative justice has been vast, including an evening news segment featuring RJP, following new Department of Education mandates to reform school discipline procedures.



RJP in the School students and parents education meeting at Roosevelt Elem. School

### **ADDITIONAL ACCOMPLISHMENTS**

- 1) Growth of Restorative Justice Partners, Inc.- In the past fiscal year RJP, Inc. has received multiple new funding sources including grants from The California Endowment, The David and Lucile Packard Foundation and the Claire Giannini Fund. Additionally, RJP staff has increased from two to four and internship placements have been secured with Cal State University, Monterey Bay and Monterey Peninsula College. During 2013, RJP administration successfully completed a succession of Executive Directors. As of July 1, 2013 Elizabeth Husby retired and Jennie Burciaga became the RJP Executive Director. In the summer of 2013, RJP Inc. hosted its first annual golf tournament. RJP, Inc. is working with consultants on fund development, board development and data evaluation
- 2) Respect Agreement- All Commissioners signed a Respect Agreement (see Appendix A). A respect agreement is a restorative justice tool that organizations can use to define expectations upfront. The document then serves as a baseline for behavior and relationships as the group or project moves forward. If disagreements or conflicts arise, the respect agreement can be used as a reference point to guide those involved in cooperative community with one another.

### **Three Primary Goals for the Upcoming Year:**

The Commission/RJP, Inc. will continue working on the goals, with minor amendments, that were identified at the August 2011 retreat, as well as host a retreat in 2014 to revise the Commission's goals.

- 1) Moving the mediation process from strictly juveniles to include adult offenders.
- 2) Starting programs responsive to the AB 109 Realignment population.
- 3) Education and marketing of restorative justice to the larger community, especially in schools.

## **POLICY ISSUES:**

### **Approach to Treating People with Respect and Humanity – Restorative Justice Resolution**

Restorative justice principles can be a standard framework for interactions within organizations. CRJC respectfully recommends that the Board of Supervisors adopt a resolution in support of restorative justice principles that encourages county departments and employees to implement these principles in their own interactions with colleagues and the public. The Commission will work to bring a sample resolution, similar to the one adopted by the City of Marina, for consideration by the Board of Supervisors in the coming year.

### **Restorative Justice in the Schools - Legislative Advocacy and Local Support**

The Board of Supervisors might consider including Restorative Justice as a legislative priority, to influence policy makers to advocate for funding to support the implementation of programming, such as Restorative Justice in the Schools.

We respectfully ask the Board of Supervisors to consider opportunities to support the implementation of Restorative Justice in Schools, possibly in partnership with Behavioral Health grants, participation in the Children's Council, participation in the Community Alliance for Safety and Peace, or as part of the gang violence prevention strategic plan.

### **Utilizing Restorative Justice in Violence Prevention Efforts**

CRJC respectfully recommends that the Board of Supervisors support and encourage the newly-formed Gang Violence Prevention effort to include staff representation from the CRJC. The outstanding results that Restorative Justice has had with local juveniles could be expanded to prevent recidivism, a major local issue related to gang violence in Monterey County.





## **Current Programs and Activities:**

Restorative Justice Partners, Inc. (RJP) is a 501(c) 3 –non profit agency operating in Monterey County since 1987 to promote the use of restorative justice principles and practices throughout the community. RJP, Inc. provides various programs with trained community volunteers serving as mediators. The following programs are currently run by RJP, Inc.:

1) Victim Offender Reconciliation Program (VORP) is a mediation process that provides victims the opportunity to meet the offender in a safe and structured setting, with the goal of holding the offender directly accountable for their behavior and giving the victim an opportunity to be heard. In 2013, RJP, Inc. served 60 cases, which included the juvenile offenders, their parents or guardians, and victims.

2) The Merchant Accountability Panel (MAP) is an innovative application of the VORP process which focuses directly on the crime of juvenile shoplifting. Young shoplifters are held accountable in a highly successful mediation process that brings groups of 4-6 youth together to face the merchant representatives in a restorative, non-threatening venue. MAP serves approximately 204 offenders, their parents or guardians and merchants annually.

\* An independent evaluation of VORP and MAP programs over the past two years has shown a reduction in recidivism of 89% and 93% respectively for participants six months after program entry. These percentages are consistent to the evaluation results of VORP and MAP in the previous seven years.

***"I'm not happy I stole but I am happy I got caught...to be able to have this life changing experience before I turned 18." (Merchant Accountability Program (MAP) Participant)***

***"I am thankful that this case was not turned over to the Court and that I was given this chance to correct my actions. The opportunity to participate in MAP gave me a chance to clean up my act, make better friends, focus on school, create a better relationship with my family and set my priorities straight." (16 year old female MAP participant)***

3) Restorative Justice in the Schools is a systemic discipline reform program that uses restorative justice principles to replace zero-tolerance policies used by many schools. Zero-tolerance policies have criminalized minor infractions of school rules leading to a troubling national trend wherein children are funneled out of public schools into the juvenile and criminal justice systems. The program provides tools for administration, faculty, and students to effectively solve problems and resolve conflicts; factors that have reduced criminality and the escalation of violence. The program is a collaborative effort between the administration, teachers, peer mentors, and student body. RJP began the schools program in 2009. Since that time, approximately 8,000 students, teachers, and administrators have been introduced to the process. During academic year 2013-14, 90 principals, teachers and school staff from 15 local schools attended the 30 hour training program.



Peer mediators offer alternatives to zero tolerance while restoring relationships and repairing harm.

4) Re-integration Circles (Circles) Program is a re-entry program that brings together family members and offenders who are returning to their families and community after a period of incarceration. The program builds on the strengths of the offender and family, provides opportunities for family reconciliation, and supports the family in developing constructive communication skills and mutual agreements. The offender and stakeholders develop a detailed plan for successful re-entry. This program began operating in 2012 in response to the County of Monterey's Public Safety Realignment plan. Support for offenders reentering the community is expected to prevent and/or reduce recidivism. RJP continues conversation with the County, namely the Probation Department, regarding the support of infrastructure to refer and sustain client interest in the Circles Program. Recently, the upstairs renovation project at the Probation Department's 20 E. Alisal St. location was completed. This space is able to host circles as well as provide direct referrals from Re-entry Program staff. This new partnership opportunity shows promise to deliver direct services to clients.



2012 Reintegration Circles Training

5) Victim Impact Program (VIP). The VIP program helps juvenile offenders become more aware of the impact that crime has on victims. The program focuses on informing offenders of the long term harm they have caused the victims, their families, and the community. Through this process, offenders take responsibility for their actions and begin to develop empathy, and make important attitudinal changes. Youth are served on an annual basis at the Monterey County Youth Center and Juvenile Hall.

## **FISCAL SUMMARY:**

### **Total annual budget:**

The Restorative Justice Commission does not have any fiscal responsibilities, other than receiving staff support from a Probation Officer.

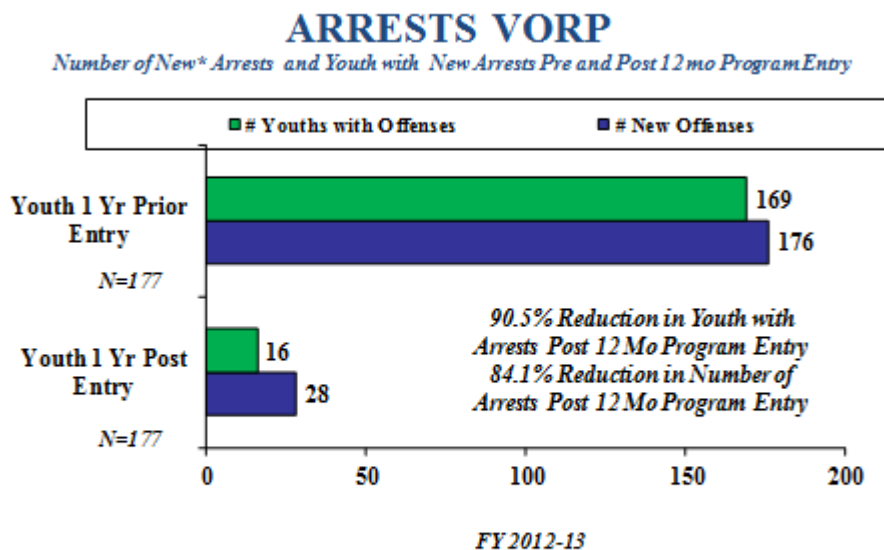
The non-profit Restorative Justice Partners, Inc. has an annual budget of \$248,690

### **INCOME:**

Donations	\$3,200
Government Grants (JJCPA)	\$50,990
Foundation Grants	\$161,460
Events	\$11,500
United Way	\$21,540

### **EXPENSES:**

Salaries, Payroll, and Benefits	\$142,157
General Expenses	\$106,533



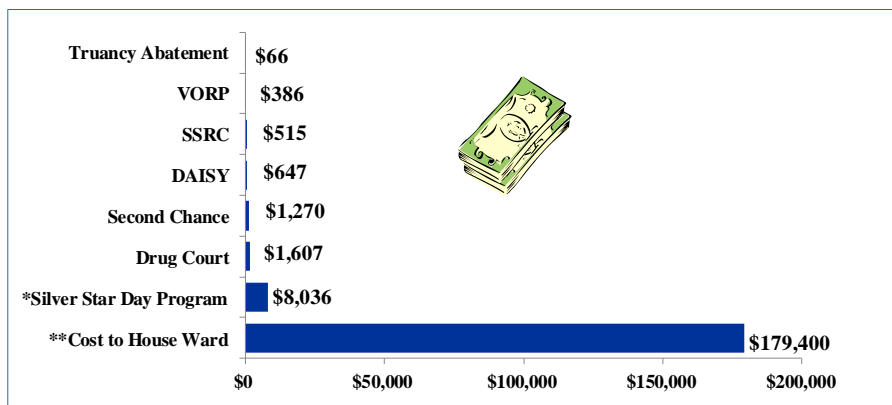
*\* Does not include probation violations. Percentages rounded to one decimal.*

According to Juvenile Justice Crime Prevention Act (JJCPA) the evaluation results of RJP participants post twelve months of program entry for fiscal year 2012-2013 is that 90.5% do not re-offend (see graph above).

It costs \$386 for a minor to complete a VORP program versus incarceration of a minor at the Department of Juvenile Justice at a cost of \$179,400 annually (see JJCPA graph below).

## PROGRAM EXPENDITURES

*Cost Per Youth Participant by Program Intervention FY 2012-13*



\*Includes After School participants. \*\* This amount is the average cost of keeping a ward in DJJ housing for a year. Legislative Analyst's Office 2012. Source: Center on Juvenile and Criminal Justice, Juvenile Justice Realignment Series.  
[http://www.lao.ca.gov/analysis/2012/crim\\_justice/juvenile-justice](http://www.lao.ca.gov/analysis/2012/crim_justice/juvenile-justice)

In the current criminal justice system, the needs of victims as well as offenders are not always fully met. Some victims and their families feel their need for justice has not been achieved. Some offenders do not get the assistance they need to fully understand and take responsibility for the impact their crimes have on victims and the community. Programs that implement restorative justice practices can bring both victims and offenders closer to a sense that justice has been accomplished and harm to the victim and the community has been restored.

According to a Pew Center on the States study on the state of recidivism in 2009, two primary variables in recidivism which seem to be present in virtually all past and current studies: younger prisoners and those with longer records were more likely to be rearrested; and post-prison recidivism was strongly related to arrest history. The study also showed that the largest reductions in recidivism are realized when evidence based programs and practices are implemented in the prisons and govern the supervision of probationers and parolees in the community. This same result was also found in a 2013 research conducted by Stanford University Law School on the 58 California counties working with adults on realignment. Findings also highlight the importance of efforts to keep individuals from entering the criminal justice system and intervention efforts to reduce recidivism and support the re-entry of those coming out of prison. RJP's programs are specifically designed to keep people from entering or returning to the criminal justice system and support the transition of offenders from prison to the community.