

**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

Department: Probation Department

**Commission**

Council

Collaborative

Subject to Maddy Act

Subject to Brown Act

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Monterey County

Community Restorative Justice Commission

2014 Annual Report

to the Board of Supervisors

## Table of Contents

<b>Organization's History &amp; Purpose.....</b>	<b>2</b>
<b>Restorative Justice Constituents.....</b>	<b>3</b>
<b>CRJC's Goals and Accomplishments.....</b>	<b>4</b>
<b>Policy Issues.....</b>	<b>5</b>
<b>Current Programs and Activities.....</b>	<b>6</b>
<b>Fiscal Summary.....</b>	<b>8</b>

**Organization History and Purpose:**

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   | Victim representative from all 5 Districts |
| District Attorney's office                                       | Public Defender                            |
| School Educators   | Business Community                         |
| Faith Community  | Non-profit                                 |
| Student  | Chief of Police                            |
| State Corrections  | Local Corrections                          |
| City Mayors  | Member of the Board of Supervisors         |
| Person with personal experience with the criminal justice system |  |

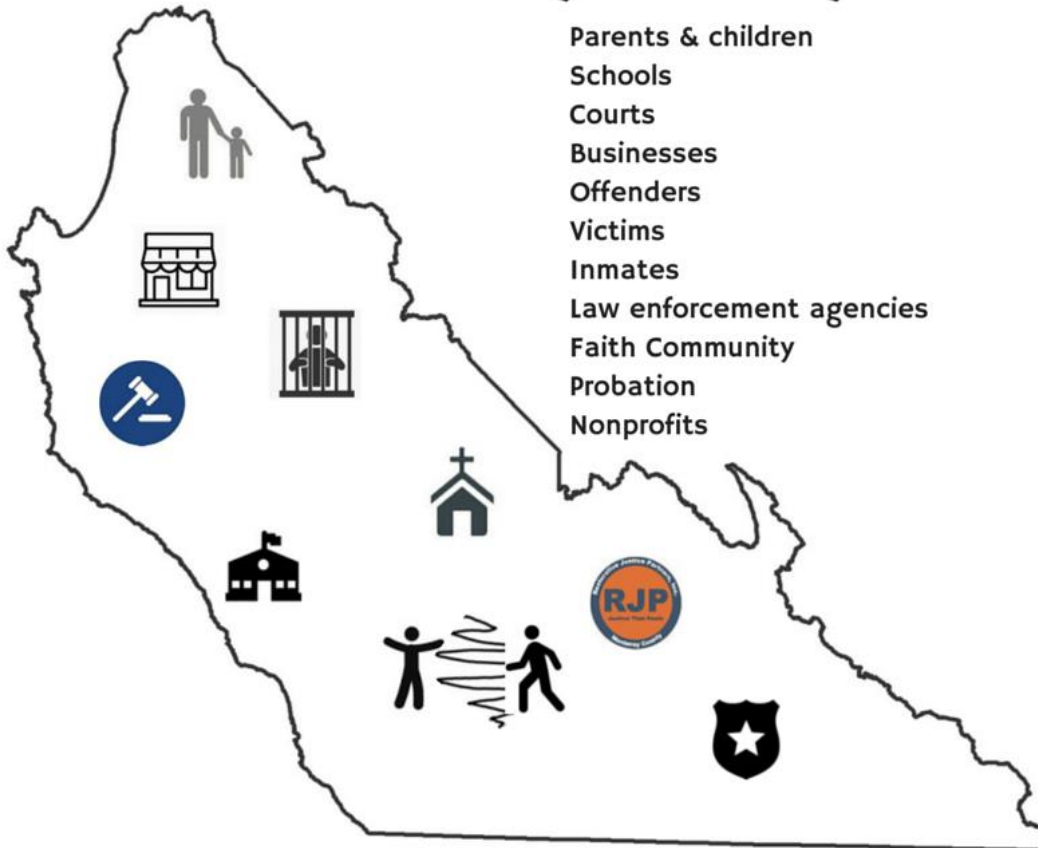
**Problems, needs or issues that the Commission addresses and how the work addresses the underlying or root causes of the problem:**

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.

**Who is served by the Community Restorative Justice Commission?**

# The reach of **RESTORATIVE JUSTICE** in Monterey County



## **Goals & Accomplishments:**

**CRJC's Priority:** Increase awareness of restorative justice in our community in order to build infrastructure, shape policy, and increase resources for the work.

### **How we work:**

- As a commission, we speak and act as a body to impact local policy and build support for restorative justice countywide.
- As individuals, we utilize our areas of influence and our talents to support restorative justice programs and principles in our own communities.

In 2014, we worked to define the relationship between the nonprofit, Restorative Justice Partners, Inc. and the Commission, including receiving a more streamlined monthly report from the organization that directly engages in the collaborative efforts. A meeting was held between the Commission's Chair, Vice Chair and the President, Vice-President and Executive Director of RJP, Inc. and Probation. This resulted in more collaboration between the Commission and RJP, Inc. RJP, Inc. Board members and staff have since regularly visited the Commission meetings to provide updates and /or needed education about RJ activities within the county. The RJP, Inc. Board has provided monthly information about CRJC activities. Additionally, we maintained a high level of engagement and interest in the Commission, with frequent guests and quorum at every meeting.

Below are our main goals, with our 2014 accomplishments listed under each goal.

### **Goal 1: Move the mediation process from strictly juvenile to include adult offenders.**

- CRJC feels challenged in finding the best ways to access adults in the Monterey County criminal justice system. Conversation continues around building proper infrastructure to support moving such programs forward. Stakeholders are engaged in exploring this possibility over time.
- Participated in learning opportunities at San Quentin state prison.

### **Goal 2: Start programs responsive to the AB109 Public Safety Realignment.**

- Successfully advocated for integration of Restorative Justice Partners, Inc. into the Day Reporting Center.

### **Goal 3: Provide education and marketing of restorative justice to the larger community, especially in schools.**

- Welcomed the Honorable Timothy Roberts, Presiding Judge of Juvenile Court.
- Reached out to members of the press for future inclusion of op eds and to advertise the public Commission meetings each month.

- Co-hosted the Victim Dedication Ceremony with the District Attorney's office.
- Successfully nominated and supported the RJP Executive Director through the Community Foundation's LEAD (Leadership Education and Development) program.
- Proposed and passed a proclamation to declare RJ week in the City of Marina, RJP, Inc. presented to City Council, hosted a Town Hall meeting that focused on RJ in the Schools.
- Arranged for RJP, Inc. to present at county superintendents' meeting; arranged a presentation by RJP, Inc. to Salinas City Elementary School District principals and built in district office support to work with RJP, Inc. on the Positive School Leadership Team with the County Office of Education; built a respect agreement at the district office level to role model for schools and other districts; represent RJ efforts in Salinas to the California Endowment.
- Hosted violent crime survivor Travis Phillips (brother of Kris Olinger and son to Lauren Phillips, Ex-Chair to the Commission) to discuss his personal experience with restorative justice.
- Arranged for RJP, Inc. to present at 4 Cities 4 Peace in South County.
- School Resource Officer RJ referral support at Monterey High School.
- Engaged in the Positive School Climate Leadership Team (PSCLT). The team presented to the national forum to prevent youth violence. CRJC was invited and have continuously collaborated with PSCLT to implement RJP along with Positive Behavior Intervention and Supports within the schools. The two programs complement each other and have proven to help disrupt the pipeline to prison by keeping more minors in schools and helping them develop needed skills to succeed in school and life.

## **POLICY ISSUES:**

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

Restorative justice principles can be considered as a standard framework for interactions with and within organizations and agencies. The Community Restorative Justice Commission respectfully recommends that the Board of Supervisors consider adopting a resolution in support of restorative justice principles and encourage each County department and employee to consider the ways in which they may be able to implement these principles in their own interactions with colleagues and the public.

### **Utilize Restorative Justice both within and outside of the criminal justice system**

Traditionally, restorative justice has been understood as a philosophy for working within the criminal justice system. Throughout the country and world, RJ supporters are finding that the philosophies and modes of practice can be used successfully in many other contexts beyond just the criminal justice system. Locally, RJ in the schools is taking shape and helping to transform school culture. The Community Restorative Justice Commission respectfully recommends that the Board of Supervisors look for opportunities locally where Restorative Justice can be practiced.

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

The Community Restorative Justice Commission respectfully recommends that the Board of Supervisors direct the Gang Violence Prevention effort to include 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.



**FISCAL SUMMARY:**

**Total annual budget:** The Community Restorative Justice Commission does not have any fiscal responsibilities, other than receiving staff support from a Probation Officer.

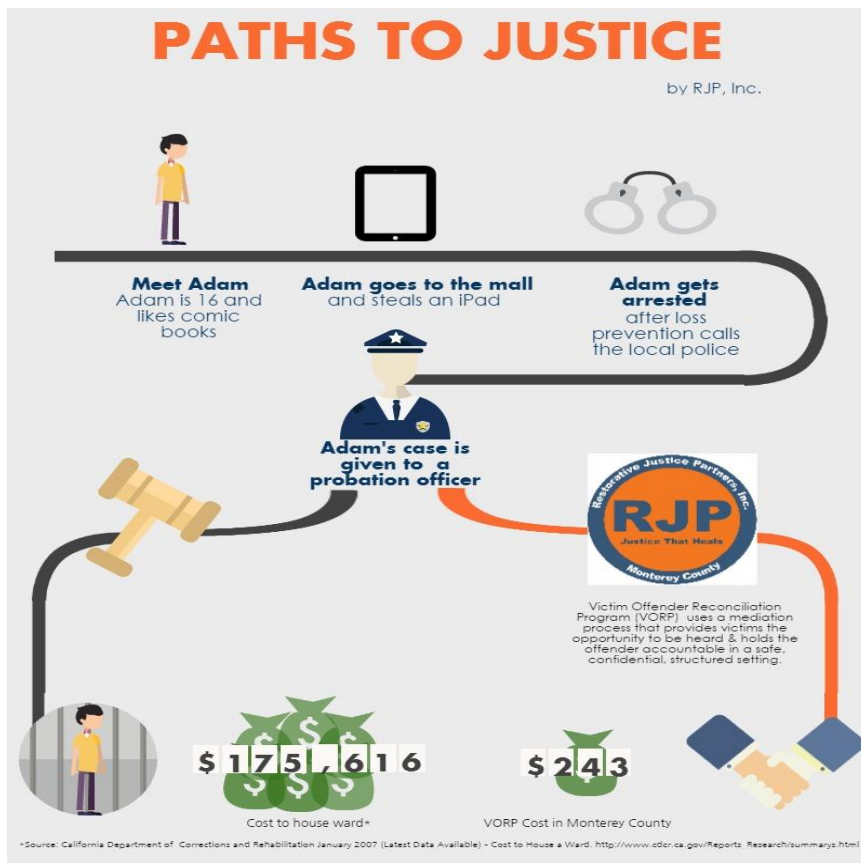
The non-profit Restorative Justice Partners, Inc. has an annual budget of \$227,096.

**INCOME:**

Donations	\$3,704
Government Grants (JJCPA)	\$50,642
Foundation Grants	\$144,900
Events	\$5,450
United Way	\$22,400

**EXPENSES:**

Salaries, Payroll, and Benefits	\$127,572
General Expenses	\$99,524



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## Current Programs and Activities of Restorative Justice Partners, Inc.:



Restorative Justice Partners, Inc. (RJP) is a small but mighty non-profit organization working in partnership with the Community Restorative Justice Commission. RJP works with the community to supplement justice processes and zero-tolerance discipline. The organization strives to supplement these punitive policies with more effective, equitable and sustainable practices, such as those based in restorative justice. In July of 2014, RJP updated the mission statement of the organization. More than ever, the time for effective restorative justice implementation into community infrastructure is aligning with the new mission of RJP, Inc.: *to provide support and education to those affected by conflict to encourage accountability, reparation and empathy.* Over the next year, RJP staff will work with outside consultants, funded by the David and Lucile Packard Foundation, to diversify and expand funding sources and develop crucial data collection systems.

Restorative justice (RJ) places emphasis on the harm done by the crime, repairing the damage and making things "as right as possible," rather than on disciplines that rely on punishment. RJ holds offenders accountable, controls costs, protects public safety, and can bring closure for victims. Most importantly, it restores the offender, the victim, and the community by promoting healing of all involved. RJ stresses building meaningful relationships to maintain healthy communities. When offenders meet with their victim and hear the consequences of their behavior, their lives can be changed. And when victims have the opportunity to meet their offender face-to-face and to ask "Why me?" transformation can occur.

**Victim Offender Reconciliation Program** (VORP) is a voluntary mediation process that provides victims with the opportunity to meet their offender in a safe and structured setting. The goal is holding the offender accountable for their behavior while providing the victim an opportunity to be heard. VORP served 240 offenders and their victims last year. The parents/ guardians, community members and victims also participated in the process. They are not reflected in the number of people served.

- According to a Juvenile Justice Crime Prevention Act report for the FY 13/14, 90.1% of minors participating in VORP were not re-arrested, one year after mediation.

The Merchant Accountability Panel (MAP) is an innovative application of the VORP process that focuses on the crime of juvenile shoplifting. Young shoplifters are held accountable in a mediation process that brings groups of 3-7 youth together to face the merchant representatives in a restorative, non-threatening venue. The youth are educated on how shoplifting harms their community and their life.

**"I feel fortunate that my son was allowed to participate in this program. It benefits everyone when we let young people know we believe in them when they make a mistake. Boosting their self-esteem leads to better choices and conduct (mother of 17 year old, male)".**

**"The lesson from my mistake is that I am not invincible and that becoming an adult means that I need to think of the consequences before I do things. This event has been a maturing and humbling experience. The MAP program taught me of what my actions can do to people**

**and businesses. I have been accepted into a University and feel I can change and become a contributing member of society (16 year old, male)”.**

Juvenile Offender results, as measured by outside evaluators hired to evaluate the partners of the Juvenile Justice Crime Prevention Act through the Monterey County Probation Department: 2014

- 89.1% of offenders report feeling the meeting was very helpful on the post evaluation, as compared to 52.4% on the pre- evaluation.
- 59.4% of offenders report feelings toward victim as “caring or very caring” in the post survey, as compared to 39.8% during the pre-evaluation.
- Think actions hurt the victim? 94.5% said yes post, compare to 69.1% pre evaluation.
- Comfortable meeting with the person they caused harm? 76.2% of offenders are comfortable post, as compared to 37.5% at pre-evaluation.

Victim results, as measured by outside evaluators hired to evaluate the partners of the Juvenile Justice Crime Prevention Act through the Monterey County Probation Department: 2014

- 87.5% of victims report feeling the meeting was very helpful on the post evaluation, as compared to 62.5% on the pre- evaluation.
- 62.5% of victims report feelings toward offender as “caring or very caring” in the post survey, as compared to 25% during the pre-evaluation.
- Offender knows how much I am hurt? 86.2% said yes post evaluation, as compared to 40.0% pre-evaluation.
- Comfortable meeting with the person that caused the harm; 79.7% were comfortable post, as compared to 74.2% pre-evaluation.

**Re-integration Circles** (Circles) The program brings together family members and offenders who are returning to their families and community after incarceration. Many offenders are parents. Their success as they reintegrate into the fabric of the community will have a great impact on their children’s lives. This program is currently on hold and under evaluation with key partners.

**Victim Impact Program** (VIP) The VIP program helps offenders become more aware of the impact that crime has on victims and their communities by providing victim speakers to juvenile detention facilities. The program focuses on informing offenders of the long term harm caused to victims, their families, and the community. Through this process, offenders develop empathy, and attitude changes.

**Restorative Justice in the Schools** (RJ Schools) RJ in the Schools offers a restorative alternative to punitive zero-tolerance discipline policies, a typical retributive approach many schools use to address student misbehavior, conflicts among students, disrespect toward teachers, and fights on school campus. It is a collaborative program between the administration, faculty, and the student body. Zero-tolerance policies criminalize minor infractions of school rules and lead to a troubling national trend wherein children are funneled out of public schools into the juvenile and criminal justice systems. RJ Schools also addresses one’s ability to effectively solve problems and resolve conflict. This past year RJP, Inc. provided services to all thirteen schools in the Salinas City Elementary School District (SCESD) and continued services to four elementary schools in the Alisal Union School District (AUSD). RJP, Inc. partnered with Monterey High School (MHS) and works in partnership with Monterey County Office of Education Positive School Climate Leadership Team. In Salinas City Elementary School District, the CA Healthy Kids Survey

is reporting an increase in caring relationships with adults; high expectations from adults at schools; opportunities for meaningful participation at school; and high level of empathy in Salinas City Elementary School District. These data sets directly correlate to RJ practices.

## A Tale of Two Schools

Johnny had a heated argument with his parents before leaving for school, so he's running late. Let's see the difference policies and practices can make.

