

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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Department: Probation Department



Monterey County
Community Restorative Justice Commission

2016/17 Annual Report
to the Board of Supervisors

Honorable Board of Supervisors and Monterey County Residents:

On behalf of the Monterey County Community Restorative Justice Commission, I am pleased to present our 2016-2017 Annual Report. We continue to be guided by our mission to balance the legitimate needs of victims, community, and offenders and by our vision to assist in the development, strengthening, and support of the current restorative justice programs throughout the County. This report reflects our efforts in support of our mission and vision.

The purpose of the Community Restorative Justice Commission is to reduce violence in the community and increase community levels of restoration and healing by providing opportunities for victims to be heard and for offenders to learn to be held accountable. We set policy and make recommendations for restorative justice programs to enhance public safety and develop empathy and competency in the offender.

It is an honor to be serving my second year as the Chair of this Commission; the first-of-a-kind in the State of California! It is our hope that this report will help to increase community awareness of our work. Public comment and feedback is strongly encouraged.

Sincerely,

Marcia Parsons

Chair

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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 representatives 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 young people to engage in delinquent behavior, and building on their strengths.

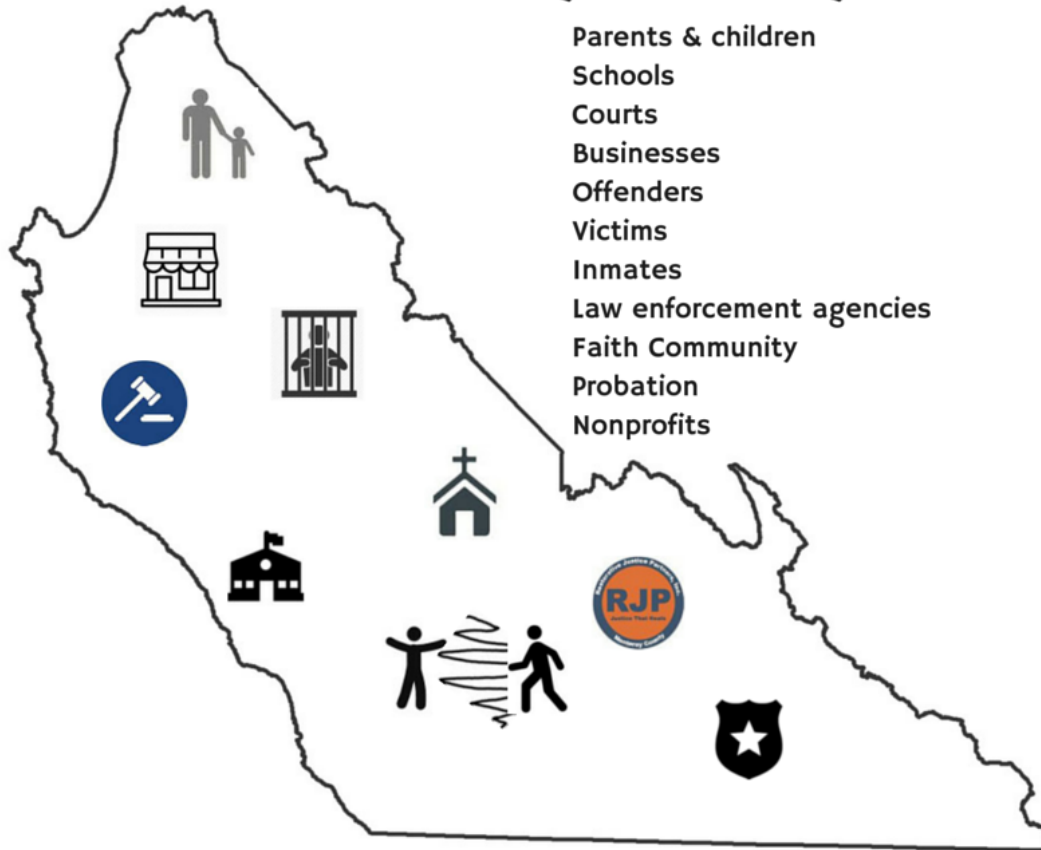
Restorative justice strategies provide opportunities for victims to be heard, and for offenders to be held accountable, enabling them to repair the harm they have caused.

Juvenile offenders 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.

Restorative Justice Stakeholders

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



Community Restorative Justice Commission 2016/17 Goals & Accomplishments:

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

A diverse representation of justice stakeholders on the Community Restorative Justice Commission has laid the ground work for Victim Offender Reconciliation services to expand to the adult offender population over time, with an increased level of stakeholder participation.

This cross-sector group works together to identify opportunities, challenges, and the necessary individuals to engage in the planning stages with thoughtful participation, to increase the likelihood of sustainable program and results that can be achieved more efficiently.

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

After meeting with Commissioner Cheryl Ward Kaiser, in January 2016 Commissioner Bill Muniz, Warden at the Salinas Valley State Prison, agreed to let her speak with inmates in A Yard so that they would come to understand how crime impacts victim survivors and their families when they lose a loved one to homicide.

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

A restorative justice conference was held in April of 2016 at Hartnell College, Salinas. The keynote speaker, Dr. Mark Umbreit, is the Director and founder of the Center for Restorative Justice and Peacemaking within the Department of Social Work at the University of Minnesota, and currently serves as President of the National Association of Community and Restorative Justice (NACRJ). Dr. Umbright powerfully spoke of the effects of restorative justice practices, not only in Monterey County, but around the world. There were 121 people in attendance. Post conference surveys, and participatory evaluations with attendants, captured nothing but positive feedback.

Direct services with local school stakeholders are building relationships to sustain these efforts over time. This year, a total of 172 adults were trained in two districts; 89% of responding participants rated the RJ Schools training useful. 70% of campus supervisors reported an increase in the use of mediations. 115 students attended peer mediation training. Principals report that each school that received training is successfully implementing the use of restorative justice practices.

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

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.

CRJC CORE PRINCIPLES:**▪ Treat People with Respect and Humanity**

Restorative justice principles can be considered as a standard framework for interactions with and within organizations and agencies.

▪ 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.

In order to grow and spread these core principals throughout the County, the CRJC has established and maintains a thriving partnership with the nonprofit 501(c)3 Restorative Justice Partners (RJP), Inc.

RJP's Executive Director and staff attend the monthly meetings of the CRJC to ensure a supportive collaboration based on Commission's principles.

FISCAL SUMMARY:

The Community Restorative Justice Commission receives in-kind services from the Monterey County Probation Department, which assigns a dedicated Deputy Probation Officer III as support staff.

RJP's Total annual budget: The budget for the non-profit Restorative Justice Partners, Inc. FY 2016/17 totaled \$341,110.

REVENUE SOURCES:

Donations	\$ 6,732
Government Grants	\$ 50,997
Foundation Grants	\$188,625
Fee for service & in-kind	<u>\$ 94,756</u>
	\$341,110

EXPENSES:

Salaries, Payroll, and Benefits	\$205,725
Operating Expenses	\$120,436
Reserve	<u>\$ 14,949</u>
	\$341,110

Services of Restorative Justice Partners, Inc.:



Restorative Justice Partners, Inc. (RJP) is a *small but mighty* non-profit organization that works in partnership with the Community Restorative Justice Commission to implement the CRJC principles with services to the local community, and offers programs permeated by restorative justice philosophy. The three leading programs are: 1) Victim Offender Reconciliation Program (VORP), 2) Victim Impact Program (VIP), and 3) Restorative Justice in the Schools (RJ Schools).

RJP works with the community to supplement punitive policies such as retributive justice and zero-tolerance discipline procedures with effective restorative justice

practices and sustainable programs. RJP, Inc. *provides support and education to those affected by conflict to encourage accountability, reparation and empathy.*

Restorative justice (RJ) places emphasis on the harm caused by the person(s) who broke the law and the reparation of the crime's damage, and involves the victim of the crime in the process of making the damage "as right as possible". RJ holds offenders accountable, controls costs, protects public safety, and can bring transformation for victims. Most importantly, the RJ process strives to restore the offender, the victim, and the community by promoting healing of all involved. Currently, as children and families find themselves in an extreme culture of divisiveness, restorative justice principles are more important than ever to ensure that community members experience empathy, compassion, safety, and restoration. RJ practices are directed to ensure that people of all ages can function at their highest level of value to their communities.

1. Victim Offender Reconciliation Program (VORP) is a voluntary mediation process that provides victims with the opportunity to meet their juvenile offender(s) in a safe and structured setting. The goal is holding offenders accountable for their behavior while providing victims an opportunity to be heard. VORP served 186 offenders, their families, and their victims in 2016/17; 156 of these cases were closed as compliant.

Results 2016/17:

- According to a Juvenile Justice Crime Prevention Act (JJCPA) report for FY 2016/17, 89.1% of minors participating in VORP were not re-arrested, one year after mediation. This reflects a recidivism rate of 11%, significantly lower than the recidivism rate of 65% of the comparison group that did not receive services.
- 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 group mediation process where 3 to 7 youth can face merchant representatives in a restorative, non-threatening venue. 66 youth offenders were educated on how shoplifting harms their community and their life.

Juvenile offenders and their victims alike show favorable results post mediation, as measured by external evaluators of the Juvenile Justice Crime Prevention Act programs through the Monterey County Probation Department.

Results showed a statistically significant increase of:

- feeling the mediation meeting was helpful
- caring feelings toward each other
- understanding that actions harmed the victim
- comfort levels in speaking with one another

Testimony

(Translated into English) "My son finds himself making poor decisions sometimes; as a

father, I just want my son to focus on his education so he can become successful and happy. If mediation will help him see that and how other people in this world matter too, then I am all for it.” - Father of 12-year minor.

“Dear Macy’s, I got caught shoplifting and it would be great if you will let me say that I am sorry. It was a bad idea to do that. I am truly repentant. I came to the MAP program and they taught me about the harm shoplifting can cause to you and your fellow employees. How my actions can result to you to lose hours of work. That would mean you would not get as much money and everyone has families they need to support. So I honestly appreciate this program and how taught me that shoplifting affects everybody. I want to go to college and get a good job when I am older. I made a dumb mistake for stealing, it will not happen again!” - 17-year-old minor.

2. Victim Impact Program (VIP) helps offenders become aware of the effect that crime has on victims by providing victim speakers to the Monterey County Juvenile Hall and Youth Center. The program focuses on informing offenders of the long-term harm caused to victims, their families, and the community as told by victims themselves. Through this process, offenders may develop empathy and make attitudinal changes, while victims are respectfully given their time to have a voice in the restoration process.

RJP shares responsibility with Juvenile Hall and Youth Center staff in the administration and teaching of VIP. Juvenile Institutions Officers (JIO) teach the classroom materials utilizing the federal Office for Victims of Crimes “Listen and Learn” curriculum. RJP maintains a speaker’s bureau of recovering victims of crime, who deliver testimonials on specified dates; further, the organization screens and trains the speakers to facilitate effective and appropriate presentations. RJP also conducts training for new JIOs as required, typically yearly, and supplies reference manuals for the “Listen and Learn” curriculum as needed.

Results 2016/17:

- Conducted six support sessions for VIP speakers in 2016 at the RJP office in Marina
- Approved four new speakers
- In 2016, conducted a total of 35 VIP Visits, serving 235 students at the following locations:
 - Rancho Cielo (5 visits, 25 students)
 - Juvenile Hall (14 visits, 98 students)
 - Youth Center (16 visits, 112 students)
- Developed feedback forms to facilitate communication between the coordinator and speakers
- Featured on the RJP newsletter the transformative experience of one victim who first resisted, but was later positively impacted by the use of the Restorative Justice process.

Testimony

Angie happened to forget her jacket in the car of a volunteer victim speaker from the Victim Impact Program. To get her jacket back, she agreed to meet with the speaker at Juvenile Hall and, on the spur of the moment, told her own victim story. Angie got her jacket back that day, but more important, she got her life back when she volunteered. Before Angie was a speaker, she used to believe it was the parents' job to take care of these young offenders. "Why should I have to speak? This was someone else's business, not mine." When she shared the story of the loss of her daughter, something changed when Angie's eyes met those of the young people listening. Suddenly, she realized that the frustration on their faces was identical to her own growing up.

"I was feeling these chest pains, just massive chest pains. They said that I probably had a couple of heart attacks. Some people call that the broken heart syndrome. My heart still works that way. But there's no healing like giving back. My experience in talking to the youth came about accidentally, but once you do it, you know that you're there for a purpose. We victims also need healing. Restorative Justice is like medicine; it's going to heal all the way around." - Victim Impact Speaker

3. Restorative Justice in the Schools (RJ Schools) is a collaborative program between administration, faculty, and the entire student body, which offers an alternative to punitive zero-tolerance discipline policies. RJ Schools also addresses a factor that has been shown to be protective against criminality: one's ability to effectively solve problems and resolve conflict.

By using restorative justice practices to repair damage on these school campuses, there has been noticeable increase in the level of engagement and rapport among students and participating staff. This leads to an increase in instructional time, which benefits students by fostering a productive and safe learning environment. These practices are intended to address conflict and reduce future conflict by maintaining clear expectations for behavior on campus.

Results 2016/17:

- A total of 172 staff were served; 96% of attendees completed the trainings and workshops. Site administrators reported that staff who completed the training is utilizing the practices as expected.
- 115 students attended peer mediation training; 75% of them decided to volunteer on their campus. RJP provided post training support for the peer mediator students to resolve conflicts on the playground, as well as post training support to one school, including 20 students.

Testimony

"Peer mediation has empowered students to take the lead during recess". - Vice Principal

“RJP has given me as the vice principal extra tools to support me in student discipline, I often use the 4 options on dealing with conflict.” Vice Principal

“Students are going more to peer mediators than to teachers.” Student Body President

“Teachers have been trained in circles and now utilizing circles to solve problem within the classroom.” - Vice Principal

Conclusion

Since 1987, Restorative Justice Partners, Inc. has remained steadfast in its philosophical approaches while maintaining sustainable growth. This success is very much due to the relationship of the organization with the Community Restorative Justice Commission and the Probation Department.

With the guidance of the CRJC, prior years’ goals have been turned into current actionable practices, resulting in more youth being served, more institutions infusing restorative justice, more volunteers helping in their communities, and more lives being changed.

CRJC Goals 2017/18

The primary goals identified and set by the CRJC Goals Setting Committee in 2017/18 are in progress, with the projected implementation of pilot projects in 2018/19.

1. To infuse the Restorative Justice Programs into the Silver Star Resource Center Program to address truancy related issues.

In partnership with the Probation Department, Restorative Justice staff will provide the Victim Offender Reconciliation Program (VORP), Merchant Accountability Program (MAP), and the Victim Impact Program (VIP) at the Silver Star Resource Center (SSRC).

2. To expand Restorative Justice Programs into our County Jail system.

In partnership with the Sheriff’s Office, Restorative Justice staff will initiate a pilot program to provide the Victim Impact Program at the Monterey County Jail.