

STATE OF COLORADO



Restorative Justice Council 2012

Greg Brown, Chief Probation Officer, Twentieth Judicial District (Chair) — Present
Debbie Wilde, Youth Zone Executive Director—Not Present
Spiro Koinis, Division of Youth Corrections Victim and Restorative Justice Services Coordinator (Vice Chair)—Not Present
Matt Riede, 1st Judicial District Victim Advocate—Present
Amanda Nagl, Estes Valley RJ Partnership Executive Director —Not Present
Beverly Title, Ph.D., Teaching Peace Founder and Director of RJ in Schools—Not Present
Meg Williams, Department of Public Safety, Division of Criminal Justice, Manager—Present
Nancy Lewis Colorado Executive Director, Colorado Organization for Victim Assistance—Not Present
Deb Witzel—Present
Dayna Scott--Present

Minutes October 12, 2012 Meeting

1. Council Attendance at COVA Considerations:

Matt will research how any attendees the Council brings to COVA for a victims' panel would have their costs covered. In addition, he committed to beginning the process of developing a proposal for a Council sponsored presentation for the next COVA conference. That proposal would need to be presented to the COVA planning committee. While it is too late to get this on the agenda for the most immediate COVA conference, the hope is that this can be put together in time for the subsequent conference. Nancy Lewis' participation as part of the Council could assist in getting this in place as well. This agenda item is added as an ongoing agenda and discussion item.

2. Victim Empathy Curriculum:

Spiro will review the victim empathy curriculum that the Council obtained from the Forum. As part of that review, he will develop a list of suggested changes for the Council to review and consider for adoption at the next meeting. This discussion was tabled due to Spiro's absence.

3. Standards Feedback Survey:

Spiro will draft a survey for feedback from the field to be included with the ratified and adopted standards of practice and training. This discussion was tabled due to Spiro's absence.

4. Debrief and Review of the RJ Summit—Dayna Scott:

Dayna provided the Council a report of the JAG grant reporting and fiscal summaries. In addition, she reported that the Summit had generated a profit of \$18,893. That income generation was the result of several factors: first, the individual who trained the liberating structures model donated half of

his fee. Second, the Council's decision not to provide food resulted in significant cost savings. (On a related note, the various food trucks got very positive feedback from attendees). In addition to the financial results of the summit, Dayna discussed responses to the evaluations and some of the resulting publicity and PR developments that grew out of the Summit. One example is that the Communications break out group put together a Facebook page, and she will send out another announcement about how to access that page. A little less than 50% of the attendees filled out the post-Summit survey, and those responses were generally positive. There was some critical feedback, largely regarding accessibility of the breakout rooms, and sound issues generated by the space. One comment was that the Summit was "an introvert's hell." One consistent thread from the responses and feedback was that the attendees felt this conference was clearly designed as information exchange and networking conference instead of a skills training conference. Since that was what the planning surveys indicated the community wanted, it seems like the Summit addressed that need. One additional indication of the success of the Summit is website traffic. During the fourth quarter, there were 37,000 page visits, which is a 10 time increase from any other quarter, and 93% of those visitors were accessing the site for the first time. Debbie Wilde and Peggy Evans had a response to a blog and some activity generated in that discussion as well.

Meg raised the issue of grant revenue and if any of the \$18,000 that was generated by the Summit would be considered grant revenue. The following discussion reached the conclusion that the answer to that question is no, since the grant did not provide any of the funding for any of the Summit expense.

The Council then began a discussion about the utilization of the revenue generated by the Summit. A proposal was made that some of the \$18,000 be utilized to support Dayna's position. In addition, another proposal was made that LCJP receive some percentage of the funds as compensation for work done in putting together and providing the summit. Meg indicated that, in her experience, a 10%-15% fee would be consistent with typical charges for those kinds of services. The Council determined that a \$2,700 payment (15%) would be provided to LCJP for their services in administering the summit. After that discussion, the Council considered utilizing some of that funding for supporting Dayna's position and providing some support to the Pike's Peak RJ Council conference. The Council determined that it would provide \$1,000 in support to the Pike's Peak conference.

The bottom line with funding the technology/website and Dayna is that it will require \$25-\$30,000 annually to maintain what the Council has been doing in a reduced manner and between \$40-\$50,000 annually to do so at a fully staffed level. This gives a sense of how the planning for the funding streams needs to be structured for the 3, 4, and 5 year plans. One possibility is alternating the Summit with the Pike's Peak Conference, since one is more centered on networking and the other on skill development. One substantial development is the fact that the Summit generated income, which shows that it is filling a need for the partner agencies. One conference a year is probably a good baseline for what the RJ community can support, and will reduce the average staffing costs. Alternating the conferences also provides some time in order to develop outcome measures and other data in order to secure ongoing funding from Judicial, other partner agencies, or the legislature. Greg informed the Council that he's heard that DOC received a substantial amount of funding for Circles of Accountability and Support, so incorporating that practice into the Summit and Council's activities could provide an avenue to establish a connection with DOC and additional revenue possibilities. The Council determined that it is important to remain as a funding line in the state budget every year, in order to establish and then maintain funding. Circles of Accountability and Support as a model is somewhat different than the current JAG grant application, and work in that area could look different enough to support a new JAG grant application. The Council had a discussion about how COSA could be incorporated in the RJ field and the Council's role in that incorporation. A decision was made that the most appropriate route is to state that the Council is investigating how the COSA model can work for high risk offenders and it will fill a role as a facilitator in connecting individuals to COSA programs. This corresponds to the Council's role as an access facilitator with other RJ models and approaches (such as civil litigation RJ). Previously, DOC had difficulty finding success in running programs, and the Council could possibly have a role in developing trained facilitators and providing technical assistance, ongoing training, and networking for COSA facilitators in local RJ programs. Public officials were in attendance at the Summit, and the Council agreed that it should continue to develop those links. The Council decided that some of the funding for Dayna's position will be used to develop a plan for researching and forwarding the COSA movement, identifying the Council's top 3 priorities based on the Summit feedback, identifying grant funding streams and putting together applications, and developing a strategy for continued funding to maintain the Council's activities.

Following this discussion, Meg raised the issue that, in order to maintain credibility, the Council must finish the projects it has started. The Council discussed these concerns and agreed that there is a need to have a strategic planning session in terms of meeting these objectives and determining how to utilize Dayna's time. The Council did determine that it needed to make some commitments to Dayna regarding her position and her work for the Council. The JAG funding for her position ended on 10/1/12. Judicial has provided some funding to the Council, which will be used to keep Dayna's position funded through 12/31/12. Dayna's time will be focused on research and getting a strategic plan in place for the Council for future activities. The Council approved 20 hours per month through December 31st to provide this support to the Council, how that time is structured will be dependent on LCJP and Dayna's impression of where the work has to happen for the strategic planning process to be successful. In addition to the strategic planning process, the Council will need to integrate three new members and there has not been an orientation developed for them yet. The projected cost for Dayna is \$2,000 per month approximately through 12/31/12, and these payments will be made from the proceeds of the conference.

The Council identified the following priorities for the next three months:

- *Creation of a planning document which includes a summary of the previous plan and the feedback from the Summit.
- *Maintaining the website and platform. This could possibly be a vehicle for the steps towards engagement with COSAs.
- *Preparation for, and planning of, the strategic planning meeting.
- *Evaluation of the considerations raised by Facebook groups.
- *There may possibly be some items that should be added as a result of the joint meeting scheduled for later today.

Dayna presented the video created at the Summit and requested feedback. She will be sending a link to the video to all of the attendees and will be putting it up on the website. After viewing, the Council discussed the video and agreed that the audio linked well to what the people were doing in the video.

The Council cancelled the November phone meeting. A strategic planning meeting was set for November 29th from 9 a.m. to 4 p.m. Greg will assist in getting a survey out to CPO's and DA's to get some information for the retreat. Any specific questions will be sent from Greg to LCJP.

5. Practicum Action Contract—Greg Brown:

Amanda Mahan will be working with Greg Brown on a practicum project, and Greg provided her action contract to the Council for review. The Council provides the following feedback:

*Second paragraph on front—reword it to more accurately reflect the reality.

*Third paragraph on the front doesn't include schools. The number 1 objective should be deleted given feedback from the Summit, the other two should remain.

*The back page needs to reflect that the database was updated in 2009, not 2007.

*The statement that "it is unknown which data collection measures are being used" should probably be amended to indicate that there is an incomplete understanding.

*In the solution section, it would be important to recognize that not all programs will be reachable or respond. Most accurately, this should indicate an attempt to contact all programs.

*The statement that the project will determine the best way to use the website to support research efforts raises some red flags for LCJP, because of the limited support and tech time funded for the website as it currently stands. Basically, using the website in this way could require resources beyond those that are currently available—this is not well defined enough as it could be some very simple suggestions or some very complex and detailed needs. If, instead, she is proposing that she will develop recommendations for ways to promote research statewide, that is probably different than what is indicated in the proposal.

*Outcome measures will be provided in response to bullet point 1 in the proposal. The second part of this could be a time commitment, but if Ms. Mahan is doing the work to put it together uploading it may not be burdensome.

*Action Plan section. Due to concerns about obligating the next chair to these activities, Greg volunteered to be her contact point with the Council. The stated "staff member" is not really accurate, it should be adjusted to accurately reflect that LCJP is a contractor of the Council.

*Final question, is the goal at the end of this that we have a viable plan to take and put together to do the research and move forward?

The above indicated changes will be incorporated in the document and Ms. Mahan will then move forward.

6. Membership discussion:

This was a continuation of an item raised earlier by Meg. The Council needs to develop some form of orientation and outreach for newly appointed members. There are currently vacancies that will be getting filled by new members: Candace Hawkins for the Department of Education, Amanda Nagel is resigning and will be replaced by the RJ Directors, and Tom Raines from the CDAC will be naming a replacement for Jamin. In addition to statutory vacancies, feedback from the Summit indicates that there is a lack of knowledge about who is appointed to the Council and why, as well as some perception of a lack of diversity. A suggestion is that the Council develop an application process for non-appointed representatives which can be forwarded to programs and RJ groups for their own recruitment.

The Council extends its best wishes to Bev Title for her recovery. She is now at home and recovering; hopefully all will go well and she will be able to return after her treatment. The Council declines to accept her offer of a resignation at this time, and has decided to consider her absence as a sabbatical. She will not be counted for determining the required quorum, and the Council will ask the RJ Directors group if they desire to appoint a temporary member during her absence.

Items Carried Over From Previous Meetings/Ongoing Action Items:

1. How do we have the balance of the 3 entities in our process i.e. community, victim, offender?
2. Sustainability—Including establishing community ties and partnerships to provide funding to continue the work of the Council, fund the position currently occupied by Dayna Scott, and continue to manage the website.
3. Bev and Greg do the True Colors training with us
4. Keeping repository current, including LCJP utilizing the repository to develop a community network of practitioners.
5. Spiro will pursue information about VINE and possible VINE support.
6. Accreditation, including standards discussion from previous meetings.
7. Addressing gaps in representation or collaboration—may need to revisit
8. Strategic plan items

9. Adoption of membership addition and appointment procedures. Includes any necessary discussion about maximum council membership numbers and other appropriate entities to extend membership invitations to, including civil restorative justice.
10. Continue to keep an eye on professional development and expansion of knowledge of RJ possibilities for the members of the Council. E.G., RJ for bullying in schools.
12. Update on Robin Will, circles of accountability—Greg
13. Presentation development for COVA conference.
14. Spiro will review the victim empathy curriculum that the Council obtained from the Forum. As part of that review, he will develop a list of suggested changes for the Council to review and consider for adoption.
15. Standards feedback survey for the field.

The State RJ Council recessed at 11:00 a.m. to go into joint session with the RJ Directors Group

1. Summit Debrief—Facilitated by Dayna Scott:

This debrief included a review of the video and cards were provided for attendees to provide feedback on the video. The Directors had the following feedback:

- *It would be great to have the African drummers somewhere in the video.
- * “Open Space/Liberating Structure” are not specifically used in the video and these new concepts and approaches should maybe be highlighted.
- *On the other hand, maybe they do not need to be highlighted, because the visuals are really powerful of people talking and interacting.
- *Include the names of the people on the video, and maybe add brief blurbs like “new to RJ,” “from Judicial system,” “RJ practitioner,” so there’s some depth to the people in the visuals.

Dayna followed the feedback session on the video with a liberating structure debrief of the Summit from the perspective of the RJ Directors and Council jointly.

General Feedback:

- *Why wasn't the woman who lost her son a keynote speaker? She was added to the agenda pretty late, so there was not much space to build her in. As part of the Summit, the Council learned that she does do keynotes and will be providing that information. In retrospect, the Council agrees that she should have had more visibility.
- *For some attendees, it was frustrating to start to get involved with something, then get interrupted and pulled back into something else.
- *Keynote speakers were generally viewed as a positive.
- *The unconference concept and the diversity of open space sessions were well received.
- *There was good diversity in the participants, presenters, and attendees.
- *Feedback from the microphones/audio was difficult to deal with.
- *More of a biography/notes on who the speakers were would have been welcome.
- *Location issues, the building layout and ambient noise suggest a different location might be better.
- *Management of the size and location of open space groups should be streamlined and improved.
- *A general question was if open space concepts work better with people who are all part of the same organization or type of organization. The process was well received, but at times the large variety of different organizational and field approaches meant that things got confusing and jumbled.
- *Overwhelming noise and crowd pressure was a negative.
- *Make the basics sessions more basic.
- *Be more sensitive to the needs of those who are more introverted.
- *This kind of conference does not mix well with a traditional law enforcement approach. RJ does have a reputation with law enforcement of being touchy feely, so touchy feely is not the best way to get them involved (e.g., dancing, drumming, etc.).
- *The lack of an agenda was an issue for some people. In particular, those with limited funds have to pick and choose where they go, and not being able to determine what will be covered was a roadblock.
- *On a related note, there was a learning curve for open space for some attendees, and there could be some advantage to incorporating a bit more of structure into the model.
- *Because of the large number of conferences that are held at this time of year, it may be worth considering a change in timing.
- *This conference felt like it was preaching to the choir and reenergizing the followers and getting reconnected and rebuilding. It seems like the next

conference needs to be about how to get new people involved as part of the choir.

*Attendees did not like the fact that they went to see Dominic Bartar and then he went somewhere else because he wanted to see Peter Block. People felt pretty disrespected by him leaving his own time slot.

*As keynote speakers, both Dominic and Peter Block were very good.

*Make more networking time available. While every conference has 15 minutes between sessions, it is not uncommon for someone to spend an hour talking and reconnecting with someone and missing content. It might be worth considering longer breaks or networking blocks, and structuring the conference so these are not at the end of the day. Structured networking time can be awkward so maybe a solution would be to have scheduled availability. In other words, build this time into the day so that there is not as big a pull between competing desires.

*Good that this was a Colorado conference, with Colorado presenters, Colorado attendees, and was Colorado driven.

2: Council Request for Input on the Council's Planning Retreat:

The CCRJD would like to discuss their priorities for the coming year in the hopes that there will be areas of shared emphasis. The Council informed the CCRJD that it has three priorities as of now: supporting the development of the professional association (this priority may change based on feedback from the Summit), establishing RJ as an EBP through research, and continuing to serve as a body which provides a platform for communication, education, networking, and training through the website. The Council would like the Directors to provide it with their thoughts and feedback on these priorities and to tell it if there are any areas of concern or work that they would like to see the Council take up. One piece of feedback was that one motivation for the creation of the Directors group was the need for a support group and networking resource. How do the Council and the Directors support the people who are leaders in RJ and who lead RJ programs? Feedback from the Summit seems to indicate that the community is not ready for a professional association, that being said, the question becomes how can that sense of community be built and maintained without one? In addition, there are funding issues that the Council is grappling with and resolution of those concerns will be best addressed if that need is communicated to the legislature by the stakeholders and the community. DA and Victim Services professionals are looking for a sense of accountability provided by standards, and creating that level of professionalism requires development, feedback, and enforcement of those expectations. Accomplishing that objective in a sensitive way which respects all parties may resolve some of the issues the RJ community has with the creation of a professional association.

3: Nominations from the CCRJD for Amanda Nagel's replacement:

This will be discussed today and the individual selected will be forwarded to Jim Davis for submission through the formal appointment process.

4: Other Business:

Discussion about membership in the Director's group. The RJ Directors Group is open to anyone who runs a program, but that awareness probably does not exist in the community. This leads to the thought that an updated database of programs would be helpful to have, and there needs to be a way to advertise it exists. There will be a posting made on the Facebook page about what it means to be a part of the RJD group and membership. In addition, what will the role of the RJ Directors group be with respect to the eventual creation of a professional association?

This conversation is a good lead in to the creation of a new directory on the RJ Colorado online site; the capacity exists on the site to create a profile for your program and you are able to certify that you acknowledge the standards, list your contact information, and detail the kinds of RJ programs you provide. The Council hopes that once this directory is established and being utilized that it will provide a resource for new programs and for networking. Dayna will send an email to the RJ Directors with instructions for getting on that directory. The RJ Directors expressed interest in comparing their list with the list developed by Dayna to figure out which programs still exist, which are no longer present, and which are new. In addition, for the marketing and presentation of the Summit, a database of schools doing RJ was created and this can be used as an additional resource.

The next State Restorative Justice Council Meeting is a Strategic Planning Meeting scheduled for 11/29/12 from 9:00 a.m. to 4:00 p.m. in the Boulder Probation Department.