

## MISSION

The State Restorative Justice Council advances restorative justice principles and practices throughout Colorado by providing gateways to information, networking, and support.

## VALUES

The Restorative Justice Council has adopted a set of **values** including victim centeredness and the five R's of Restorative Practice: **Relationship, Respect, Responsibility, Repair, and Reintegration.**

## VISION

Restorative values and practices are integrated across systems and communities.

## 3-5 YEAR STRATEGIES

**Strategies are overall approaches or methods to achieve the prioritized results around impact, systems change, and early wins.**

### Engaging in increased marketing and outreach (Marketing & Outreach Committee)

- As part of its legislative mandate the RJ Council will implement strategies focused on elevating practices and lessons learned through its web platform and other distribution channels. Additionally, the RJ Council will place increased attention on ensuring its information reaches a broad audience.

### Encouraging legislative and policy change (Legislative & Policy Committee)

- The RJ Council will monitor and provide education on legislation impacting the RJ field through coordinated outreach and strategic partnerships.

### Strengthening the restorative justice network (All Committees)

- To ensure the RJ field has the necessary capacity to ensure fidelity of practice to implement programs that honor fidelity of practice the RJ Council will focus on fostering necessary relationships and buy-in, in addition, to grants to support the work of RJ implementors.

### Enhancing the RJ Council's capacity (Executive Committee)

- To achieve greater impact the RJ Council will focus on intentionally aligning its efforts and building out its practices and capacity to streamline RJ Council work.

### Increasing focus on system inequities (All Committees)

- The RJ Council has placed a higher focus on ensuring it does not perpetuate system-level problems by failing to address the inequities that may be the problem's foundation, therefore, the RJ Council will develop a plan to discern how diversity, equity, and inclusion integrate into RJ practices.

### Ensuring victim centeredness drives restorative practices (Victim Committee)

- To ensure victim centeredness is not only a RJ Council value but is integrated into all RPs the RJ Council will support specialized workgroups, and focus on building the capacity of the RJ system to implement victim centeredness in their RJ practices.

### Providing support to the education system to implement RJ practices (RJ in Schools Committee)

- The RJ Council will serve as a resource of tools and support for schools implementing RPs to help guide practice development and improvement.

## 3-5 YEAR WINS

**Wins describe changes that might happen, in the short term, as a result of the implemented strategies.**

### Enhanced partnerships and collaboration

- In 3-5 years the RJ Council hopes to be seen as a go to resource for RJ implementors, which includes having developed a structure for an increased dialogue across peers.

### Increased awareness of restorative practices and shifts in issue framing

- In 3-5 years the RJ Council hopes it will have helped shift the conversation around RPs so that RPs are seen as a way to address harm in as many contexts as possible.

### Enhanced access to RJ practices

- In 3-5 years the RJ Council hopes to help create a structure that allows for increased awareness of RJ as an option for victims, and that both victim and offender are provided with RJ resources in a proactive manner.

## SYSTEMS CHANGES

**Systems changes are changes that shift the conditions that are holding the problems in place.**

### Changes in norms

- The RJ Council seeks to influence systems in such a way that restorative practices are the established norm.

### System inequities

- The RJ Council is working to influence the system so that availability of RJ opportunities is increasingly equitable across the diversities and identities of victims and offenders.

### System structure and alignment

- The RJ Council implements strategies aimed at creating system structures, networks, and shared metrics are established to enhance fidelity to practice.

### Mature models of collaboration and partnership are established

- The RJ Council works to establish formal collaborations and enhanced communication networks to foster increased system connections.

### Sustainable funding streams

- The RJ Council seeks to identify funding designated for RJ work.

## LONG-TERM IMPACTS

**Impact is the long-term outcome. It is a statement of what will be different among the target population(s) when the work is complete.**

### System-level Impact

- The RJ Council hopes to see the system change is such a way that Restorative values and practices are the foundation of all system encounters, and that all stakeholders are involved in addressing harm.

### Individual-level Impact

- The RJ Council is working to create individual-level impact that ensures all persons have access to RJ practices.