

# Welcome All!

To the Fifth Monthly Meeting  
of West Contra Costa County's  
**Reentry Solutions Group**

Tuesday, November 29, Noon to 2:00 PM  
Bermuda Room, Civic Center, Richmond, CA

Hosted by the Office of Neighborhood Safety,  
CCISCO, Pacific Institute, and Bay Area Legal Aid

# Knowledge and Needs:

Reentry Solutions Group to Advance Reentry Effectiveness

Sponsored by ONS, hosted by Bay Area Legal Aid,  
facilitated by Further The Work,  
and **in partnership with all of you,**  
over the next year the Reentry Solutions Group  
will work together to **strengthen the reentry  
system** and **improve the reentry experience**  
in West Contra Costa County.

# Agenda for Today

12:00-12:10	Settling In
12:10-12:15	Introduction: Who's in the room? Who's new in the room?
12:15-12:25	Recap on the project so far: <ul style="list-style-type: none"><li>• Where we've been, where we're going, and why</li><li>• Components of each meeting</li><li>• Outcome of group visioning process from November meeting</li></ul>
12:25-12:40	Safe Return Team on one stop and restorative justice
12:40-1:00	Stephanie Medley, BayLegal, on core principles and practices of restorative justice
1:00-1:25	Patrick Mims on his journey of restorative justice
1:25-1:55	Group activity on restorative justice
1:55-2:00	Next Steps, meeting dates, virtual community forum

# Recap on the Project So Far, #1

1. Where we've been, where we're going, and why
2. Design structure of each meeting
3. Outcome of processes to date

# Where We've Been

*Meeting #1, July 2011: Open call to the community and participatory priority-setting*

*Meeting #2, August 2011: Government roles in multi-sector projects*

*Meeting #3, September 2011: Deeper dive on developing a one-stop reentry center*

*Meeting #4, October 2011: Advocacy and policy in employment and housing*

*Meeting #5, November 2011: Restorative justice (RJ)*

*December 2011: No Meeting*

# Recap on the Project So Far, #2

1. Where we've been, where we're going, and why
2. Design structure of each meeting:
  - Intentional interpersonal connections
  - Educational/informational presentation
  - Group activity to move toward collective action
3. Outcome of processes to date

# Recap on the Project So Far, #3

1. Where we've been, where we're going, and why
2. Design structure of each meeting
3. Outcome of processes to date

# July: Nine Priorities

Based on our participatory priority-setting activity  
in the July meeting, you want....

1. A **one-stop Reentry Services and Referrals Center** in Greater Richmond
2. An **up-to-date, accurate list of programs and services**
3. **Service providers that work together**, so referrals are efficient and effective
4. General population that **better understands reentry issues and people**
5. **Ongoing support groups** for individuals and their families
6. **Better pre-release and transition services**
7. **Policy changes** to encourage employers to hire the formerly incarcerated
8. To identify, educate, and connect with **employers willing to hire**
9. To know **what other communities are doing** to improve reentry

# August: Tying Activities to Approaches

Approach	Activities
One-Stop Center	<ul style="list-style-type: none"> <li>• Develop accurate information about services and resources</li> <li>• Coordinate service development and delivery</li> <li>• Provide support groups for crime survivors, formerly incarcerated, and families</li> </ul>
Intentional Partnerships (Both Inside & Outside)	<ul style="list-style-type: none"> <li>• Improve pre- and post-release continuum</li> <li>• Improve prevention/diversion efforts</li> </ul>
Advocacy and Policy	<ul style="list-style-type: none"> <li>• Design Ban the Box agreements for employment</li> <li>• Establish housing authority waivers for public housing</li> <li>• Develop incentive systems for employers to hire formerly incarcerated people</li> <li>• Establish a Reentry Commission or agency</li> </ul>
Public Awareness & Employment Opportunities	<ul style="list-style-type: none"> <li>• “Mythbusters”: Educate employers about formerly incarcerated people</li> <li>• Develop city-hosted opportunities for employers to meet formerly incarcerated people</li> <li>• Develop a city-wide workforce development initiative that would identify an appropriate industry and train formerly incarcerated people for jobs in that industry</li> </ul>
Public Awareness & Culture Shifts	<ul style="list-style-type: none"> <li>• Provide public education about reentry myths and facts</li> <li>• Provide structured opportunities for relationship-building within community</li> <li>• Develop and disseminate principles and practices of restorative justice (youth courts, community courts, circles)</li> </ul>
Operations, Funding, Research & Training	<ul style="list-style-type: none"> <li>• Develop training opportunities and identify appropriate trainers</li> <li>• Develop basic project-management information methods (website, email list, calendar)</li> <li>• Develop plan to create local services landscape and service assessment methods</li> <li>• Develop funding stream guideline and summary</li> </ul>

# September: Your Affinities

	One-Stop Center	Restorative Justice	Programs Improvement/ Integration	Advocacy & Policy	Workforce Development	Housing Access	Funding	Research	Community Attitudes	Data and Evaluation Systems	Communication & Info Mgt	Inside/ Outside	Other Ideas
?											2		After parole?
?			1										1
?			2										
?					1								
?	1				1								
Allwyn Brown	1										1		
Anton Burrell	2												
April Suwalsky	1	2				2		3	1			3	
Bill Erban	1					2	1					3	
Che Soto-Vigil			1	1	2								
Chris Frederick	2		1			1							
Deborah Diaz	1			1		2							
Dennis Newlin	2			1	2						3		
Doria Mueller-Beilschmidt	1			2						1			
Eli Moore	3			1	2	3		1		2			
Emlyn Struthers	2	1			1	3	2		3				
Fatima Matal-Sol				2								1	
Gene Alameda					1		2			2	2		
George Horiuchi					2	2							
Hafsa Al-Amin	1			1									Family Reunification
Jeff Ritterman		2			1			2	1				
Jerry Elster	3			1		2				3			
Jim Becker	2						1			1			
Katherine Webster									1				
Kristen Pursley	2	2			1				1				
Latressa Alford	1	2			2								Voting Rights
Leonard Neal								3	1	3			
Linda Evans	2			1		1							
Lindy Lavender	2	2	1	1								3	
Lori Beath		1		1		2			2	3			
Margaret Gee	1		3	3	2					2			
Mike Elster	1	1					3					2	
Minoo Zabih								2		1	2		
Nancy Thome			1		2		1	2					
Nicole Valentino	2	2		1	3	1	3						Families
Orlena Foy			2										
Pamela Crespin			1		2			2					
Peter Ordaz	2		1	2		1							
R. Shaw			1		2								
Reed?			1		2	3							
Richard Boyd		3					1						
Rob Hope	1				1		2		2				
Russ Miller			1	1				3					
Tamisha Walker	1	1		3	2		2	3					
Terrance Cheung	1	2	2				1				1		
Terri Waller		2		1				1					
Tracy Reed	1			2								3	
# of respondents	26	16	17	15	16	13	11	11	10	8	6	5	0
Average response	1.54	1.63	1.41	1.60	1.63	1.92	1.73	2.18	1.60	2.25	1.50	2.80	1.00
% of scores that rank 1	50%	44%	59%	53%	31%	31%	45%	18%	60%	25%	50%	0%	75%

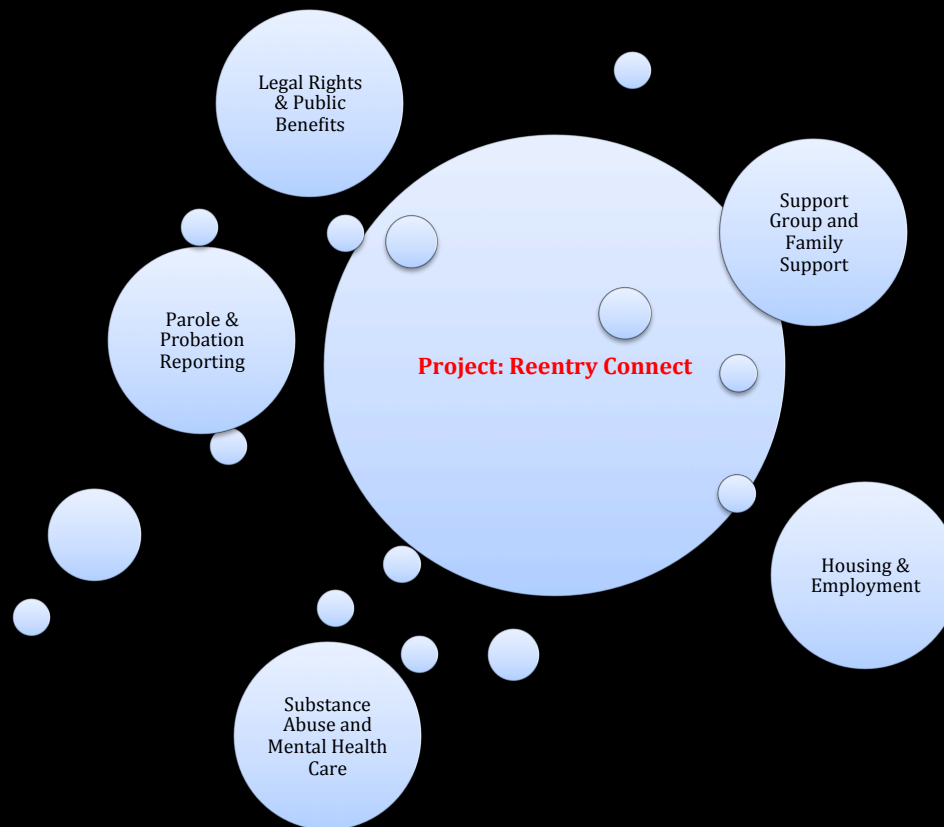
1=Most Important; therefore, low scores reflect high level of commitment

# October: Next-Step Participant-Leaders

Andre Aikins, Omega Boys Club	Lori Beath, Contra Costa Homeless Dept	Jim Becker, Richmond Community Foundation
Monica Boyd, Richmond Community Foundation	Rebecca Brown, Further The Work	Terrance Cheung, Supervisor Gioia's Office
Jerry Elster, Prisoners with Children	Christine Fredrick, Probation Dept.	Rhonda Harris
Taalial Hasan, Youth Services Bureau	Sibby Lee, Knowledge For Us	Arlinda Love-Penn, ONS
Kim MacDonald, ONS	Rhody McCoy, Rubicon	Jael Myrick, Assemblymember Skinner's Office
Stephanie Medley, Bay Area Legal Aid	Adam Poe, Bay Area Legal Aid	Dr. Connie Portreo Laney College
Tracy Reed, Health Conductor, CoCo County	Kenneth Reynolds, Contra Costa College	Safe Return Team
Philippe Smith, Volunteers of America, Bay Area	Jessie Warner, Rubicon	Minoo Zabihi

# October: One Idea

What about starting with a small-scale, once-weekly “pop-up” One Stop Center modeled on the “Homeless Connect” approach, with a borrowed location, a few key services, a defined and shared data set, a pilot-style web-based information management system, and a specific, limited population?



# Where We're Going (Draft)

Throughout 2012:

Develop “Momentum Teams” to Move Into Action Steps while we continue to meet, learn, report, and discuss as a big group

- Meeting #6: *January 31, 2012*
  - Explore idea of Momentum Teams
  - Community oriented policing
- Meeting #7: *February 28, 2012*
  - Local implementation of restorative justice in Alameda court and school (panel discussion)
- Meeting #8: *March 27, 2012*
  - Ban the Box
  - Access to public benefits
- Meeting #9: *April 24, 2012*
  - Access to physical and mental health care benefits
- Meetings #10 and #11: *May 29 and June 26, 2012*
  - To Be Determined

## Safe Return Project:

Community Research and Vision for a One Stop Center  
and Restorative Justice Actions

Andres Abarra, Orlena Foy, Jeff Rutland,  
LaVern Vaughn, Tamisha Walker, and Eli Moore

Pacific Institute's Safe Return Team

# Principles of Restorative Justice

Stephanie Medley, JD

Reentry Coordinator

Bay Area Legal Aid

# What is Restorative Justice?

Viewed through a restorative justice lens,

“Crime is a **violation of people and relationships**.  
It creates obligations to make things right.

“Justice involves the victim, the offender,  
and the community in a search for solutions  
which **promote repair, reconciliation, and reassurance**.”

- Howard Zehr

# Restorative justice is...

- **Not** primarily about forgiveness & reconciliation
- **Not** just mediation
- **Not** primarily designed to reduce recidivism
- **Not** one size fits all
- **Not** primarily intended for minor/1<sup>st</sup> time offenses
- **Not** a replacement for the legal system
- **Not** necessarily an alternative to prison
- **Not** a new practice

# So, What *Is* Restorative Justice?

“Restorative justice is a **process** whereby **all the parties** with a stake in a particular offense come together to **resolve collectively** how to deal with the **aftermath of the offense** and its implications for the future.”

- *Tony Marshall*

# What Are the Core Principles of RJ?

Restorative Justice emphasizes **accountability and repair**, not retribution:

- Voices of **Survivors**
  - Victims take an active role in the process
  - What do they need to move forward to wholeness?
- Voices of the **Community**
  - How were they harmed?
  - How can they invest in the success of all parties?
- Voices of **Offenders**
  - Responsibility
  - Why did they choose crime?
  - What would make them less likely to choose crime in the future?

# Differences Between RJ and Current Criminal Justice

Current Criminal Justice	Restorative Justice
Crime is a violation of government's laws	Crime is a violation of people and relationships
Offender accountability = accepting guilt	Offender accountability = pursuing steps to repair the harm that was caused
Government prosecutes defendant	People directly affected by the crime are instrumental in its resolution
Public safety = offender getting punishment while government maintains social order	Public safety creating an environment to build community peace

# RJ Big Idea #1: Victim-Centered, Offender Supportive

Identify and Address Survivor's **Needs**



Support Offender **Accountability**

# RJ Big Idea #1: Offenders Acknowledge and Repair Harm

## 1. Apologize

- Acknowledge the harm they have caused
- Understand the harm's effect on the victim
- Recognize the victim's vulnerability

## 2. Change the harmful behavior

## 3. Act with generosity

## 4. Provide restitution

# RJ Big Idea #2: Encounters

Provide structured, safe, non-coercive opportunities for ALL parties with a stake in a specific crime to **participate in its resolution.**

Forgiveness is not a specific intention:  
*Attending to the victim's needs is the focus.*

# RJ Methods for Encounters

- Victim-offender reconciliation, mediation, or conferencing
- Group conferencing
- Victim-offender panels
- Victim assistance
- Offender assistance
- Community crime prevention

# RJ Big Idea #3: Transformation

Restorative Justice is about transformation:

1. Changing people's **behavior** by changing people's **attitudes and beliefs**
2. **Healing** relationships
3. Supporting **communities** as the primary determinants for safety and justice

# RJ Models: United Kingdom

Some cities in England are using RJ to address serious offenses (robbery, burglary and violent crimes) by adult offenders:

- 85% of **victims** were satisfied with the process
- RJ **reduced recidivism** (20%)
- RJ saved **money**

Hull, England, has developed itself as a restorative-justice city.

# RJ in Schools: West Oakland

Over the last decade,  
schools across the US have instituted restorative justice-based  
conflict-resolution and disciplinary practices.

In 2008, Cole Middle School instituted school-based RJ

- **Alternative to zero-tolerance** disciplinary policies
- Focused on needs & roles
- Emphasized responsibility
- In two years, suspensions declined 87%
- Expulsions declined to 0.

# RJ in Conclusion

- RJ is a different way of thinking about crime and our response to crime
- RJ focuses on repairing harm and reducing future harm
- RJ requires offender responsibility
- RJ seeks redress, recompense, reintegration
- RJ requires cooperative effort

# One Man's Journey in RJ

Patrick Mims

Coordinator, Sexually Exploited Minors Program,  
Bay Area Women Against Rape

Served 20 Years in San Quentin, released March 2009

# Stay Involved! Invite Others!

Sign up: **Text reentry to 22828**

## **Reentry Solutions Group at a Glance:**

- How Often: **Last Tuesday** of every month
- What Time: **Noon to 2:00 PM**
- Place: **Bermuda Room**, Civic Center, courtesy of the City and ONS
- Dates: Jan. 31, 2012; *no meeting in December*
- Be an electronic pioneer: **Join the virtual community** discussion group at <http://furtherthoughts.ning.com>
- **Download** these slides at [furtherthework.com/publications.html](http://furtherthework.com/publications.html)