



# Questionnaire Program Fit



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## Essential Components

The following are essential components that a community-based organization (CBO) must have in order to move forward with starting this model of a restorative justice diversion (RJD) program.

Essential Component	No	Yes
Our organization is trusted by community members		
Our organization can maintain confidentiality		
Our organization is committed to racial justice		
Our organization's staff understand the impacts of power and privilege		
Our organization has extensive experience working with young people, is oriented around young people and understands adolescent development		
Our organization is oriented around people harmed and/or is willing to learn how to support them using a strengths-based and trauma-informed framework		
Our organization is prepared to partner with the district attorney's office and/or police department and/or local criminal legal system		

### Any No's

Red Light! Given that these components are essential, if your organization doesn't meet all of these requirements we don't recommend moving forward with this restorative justice diversion model at this time. However, there are steps your organization can take to help shift your responses from "No" to "Yes"! We recommend that you revisit the **Step 1F: Interactive Learning** to seek trainings in these areas.

### All Yes

Green Light! If your organization can answer "Yes" to all of the above statements, you have all the essential components needed to start this model of a restorative justice diversion program! Please continue on to fill out the rest of this questionnaire to further assess your organization's preparedness.



## Desired Components

The following are additional components that would benefit an RJD program if a community-based organization or close ally possessed.

Desired Components	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Our organization has a liberation framework					
Our organization has a “power with” view of the communities we serve and not a charity or savior model					
Our organization is committed to diversion in the larger context of ending youth criminalization					
Our leadership and staff include people of color, queer people, and folks who share lived experience with program participants					
Our leadership and/or staff include youth who have participated in our programming					
Our organization is committed to accessibility for both our staff and community members with disabilities and neurodivergence.					
Our organization has a demonstrated track record of providing services that are culturally and linguistically responsive					
Our organization is located in areas of the town/city in which participating young people live					
Our organization has experience working with youth who have been impacted by criminalization and/or the juvenile legal system in a strengths-based and trauma-informed framework					
Our organization has connections with other outside direct service community organizations and/or already offers ‘wraparound’ services for young people and people harmed					
Our organization is already connected to community and other service providers/CBO resources and has engaged them to serve our population before					
We have a demonstrated track record of partnering with community members, which would allow us to bring in community members to circles					
We can build trust with systems partners, while working independently and separately, so we don’t blur lines or create lack of confidentiality					
We’re willing to collect data and maintain confidential case file management systems					
Our organization has experience with restorative justice					
Our intentions in starting this restorative justice diversion program are to serve youth and people harmed, and strengthen families and communities—not to bolster our brand (i.e. image, fame, profit).					
Response Total:					
Multiplied Total:	x1 =	x2 =	x3 =	x4 =	x5 =

## Scoring Instructions

Record the number of strongly disagrees, disagrees, neutrals, agrees, and strongly agrees as the “Response Total.” Multiply each “Response Total” by the number indicated to find the “Multiplied Total.” Add all the “Multiplied Totals” for your Final Score.

See below for the details of your score and what your score means for your organization in terms of moving forward with starting this RJD program.

### A score of 68-75

Green Light! Your organization has a strong foundation, legacy, and mission that aligns with this model of restorative justice diversion, hooray! Your existing programming, staff, and community connections provide the ideal conditions for the young people and people harmed to participate in this program. With the supportive space your organization can create, it will be easier to meet the needs of the people in the program and maintain equal partiality to everyone. It’s still useful to look closely at the questions for which you may have answered “disagree” or “strongly disagree” to reflect on ways to strengthen your organization to implement the program. At this point, you’re ready to dive deeper into what this program will look like in terms of staffing and roles!

### A score of 56-67

Yellow Light... This score means it will be challenging for your organization to start this restorative justice diversion program **and** maintain a grounding in the core elements and intention of the program. Take a closer look at the questions for which you answered “strongly disagree” or “disagree,” because those are your biggest growth areas. Depending on which questions you disagreed with, think about ways in which you could shift your organization towards “agree” or “strongly agree.” Spend as much time as necessary making those shifts before returning to take this questionnaire again. Visit step **1F: Interactive Learning** in the toolkit to find useful trainings for your organization.

There are, of course, some areas that may be nearly impossible to change, which is okay. To have a yellow light doesn’t mean that you should abandon this resource or this process. See the *What If...?* section for more information about what you can do to strengthen your organization to implement the program or support other organizations in your community to hold the program. You can also consider passing this resource along to someone at a different organization that may have a green light. There are many ways that organizations and community members can support this restorative justice diversion model in a community.

### A score of <56:

Red Light! If your organization received a score lower than 56, we don't recommend moving forward with starting this restorative justice diversion program at this time. Take a closer look at the questions for which you answered "strongly disagree" or "disagree," because those are your biggest growth areas. Depending on which questions you disagreed with, think about ways in which you could shift your organization towards "agree" or "strongly agree." Spend as much time as necessary making those shifts before returning to take this questionnaire again. Visit step **1F: Interactive Learning** in the toolkit to find useful trainings, and look through the *What If...?* section for more information about what you can do to strengthen your organization to implement this program.

You can also consider passing this resource along to someone at a different organization that may have a green light. There are many ways that organizations and community members can support this restorative justice diversion model in a community. Your organization may not be the lead organization, but you can find ways to support a different organization's efforts in implementing this restorative justice diversion program.