



Resource

4-Year RJD Program Growth



This document describes the first four years of growth for this model of a restorative justice diversion (RJD) program. Each time a community-based organization (CBO) is ready to move to the next phase, it must consider staffing and the funding required to keep up with program expansion.

Year One (pre-launch) focused on relationship building, data analysis, infrastructure development, and training. This includes working with the local district attorney's office (DAO) to cultivate an understanding of this restorative justice diversion model and receive systems partner support for the process. It's also critically important to focus on relationship building throughout the county to learn community needs and gain community support.

Once all stakeholders are on board and capacity considerations have been made by the CBO, the CBO is ready to apply for trainings offered by the Restorative Justice Project. These trainings include Circle Process, Restorative Approaches to Harm, and Restorative Community Conferencing. After receiving training, cultivating relationships with systems partners and community members, and signing a memorandum of understanding with the DAO, the community-based organization will begin receiving cases from the district attorney.

In **Year Two (program pilot launch)**, once training has been completed and the program launches, the CBO can begin accepting cases, once they have hired facilitators and a program manager. In the first year of program launch, it is reasonable for there to be 8-15 referrals. This allows for CBO's and System Partners to establish a strong assessment of case suitability and spaciousness for mid-course adjustments to the referral process. They will also implement data gathering and evaluation to document progress, outcomes, and lessons. They will also hold community building circles throughout the year to share more information with and gather feedback from communities about this new approach and will begin building an ecosystem of healing for survivors of harm.

In **Year Three (post-pilot)**, we anticipate increasing the number of cases diverted from the district attorney's office to the CBO RJD program, based on facilitator capacity. At this point, the program should begin integrating lessons learned from the pilot year, identifying the successes and areas of improvement to further refine the program. These lessons will also support the continued expansion of the program's caseload and capacity. During the third year the CBO and SP will join peer to peer collaboratives to deepen their skill sets on facilitation and case referrals, expand their work with harmed parties, and deepen their commitment to restorative values. Continue to deepen relationships in community, expanding resources for participants in restorative processes and building a more restorative ecosystem. As the caseload expands, an agreements manager can be brought on to support the facilitators with case management and plan completion.

In **Year Four (program growth)**, given appropriate infrastructure and at least four full-time facilitators in place to increase case referrals, additional cases can be diverted. Typically, co-facilitators can support 8-15 cases per year depending on complexity and severity. While there is a possibility of a larger number of cases depending on funding and CBO capacity in any given year, it is important to be thoughtful about the danger of model drift or net-widening when programs grow too fast. Working with the SP on other diversion opportunities could also take place here. This is also the point where programs consider expanding eligibility of types of cases or including older transition aged youth in their program.

Long term sustainability To ensure these programs succeed overtime, the community-based organization and system partners should continue building local community support for the program and identifying sustainable

funding. With data collected during the first years of programming, the CBO should be equipped to communicate impact and advocate for program permanence.