

# Proposal for the Canadian Restorative Justice Consortium

Prepared by the  
Steering Committee for the Canadian Restorative Justice Consortium

September 1, 2011

## I. INTRODUCTION

This document presents a proposal from the Steering Committee for the Canadian Restorative Justice Consortium (CRJC) regarding a national RJ organization. This proposal outlines the CRJC's preamble, vision, mission, values, principles, goals, activities, products, structure, and membership. This document also includes a short background section about the ongoing consultation on the CRJC, initial thoughts about fundraising and resources, and next steps.

While this proposal refers to the "CRJC", the name will remain provisional until the organization is formally established and its name finalized.

As of August 2011, the Steering Committee is developing a process to:

- Establish the membership of the CRJC;
- Finalize and adopt the organization's name, preamble, vision, mission, values, principles, goals, activities, products, structure, and membership categories;
- Elect a Board of Directors;
- Hold a first meeting of the Board; and
- Begin establishing the CRJC as an incorporated non-profit corporation.

In order to accomplish these steps, the Steering Committee launched a website for the CRJC. Its address is: [www.crjc.ca](http://www.crjc.ca)

The Steering Committee is also establishing a working group to finalize the criteria for nominations and help determine the election process for the Board.

This proposal has been developed with input from many individuals and subcommittees. The Steering Committee thanks everyone who has taken the time to provide feedback, attend meetings and presentations, and assist in any way.

**We welcome anyone who wants to get involved with the establishment of the CRJC to contact:**

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## II. BACKGROUND

The concept of developing a Canadian RJ organization was first discussed at a plenary during the National RJ Symposium in Ottawa in 2005. In 2007, the Steering Committee for the CRJC formed and began holding a consultation to determine whether there is a need for this organization. The proposal in this document has been developed by incorporating feedback from the consultation, which included steps such as:

- Circulating a discussion paper and several reports between 2007 and 2010.
- Using an online survey tool.
- Developing a list of individuals who are interested in the CRJC.
- Holding a workshop in Vancouver on June 3, 2009 at the Restorative Practices International conference.
- Holding a meeting in Winnipeg on March 22-23, 2010, to discuss how to move forward with establishing the CRJC.
- Presenting a workshop at the National RJ Symposium in Regina on November 16, 2010.
- Circulating a draft version of this proposal in spring 2011.

There has been strong support throughout the consultation for the development of the CRJC. For example, 90% of respondents to the online survey agreed with the need to establish it. They suggested that the CRJC could:

- Enable RJ practitioners to network and develop partnerships.
- Enhance information sharing between RJ practitioners, academics, and others about program developments, new research and best practices.
- Support the skills development of RJ practitioners.
- Conduct public education, develop communication strategies, and develop and implement advocacy strategies.
- Support research on RJ.

The strongest themes throughout the consultation process have been that:

- The CRJC should support RJ agencies and groups;
- It should respect the autonomy of local, regional and provincial RJ groups and networks; and
- The process for developing and establishing it should be as inclusive as possible.

There has been agreement about potential goals for the CRJC. The top six goals that consistently had a high level of support, and which are reflected in this proposal, are:

- Promote dialogue and public education about RJ.
- Advocate to federal, provincial/territorial and municipal governments about RJ.
- Facilitate skill transfer between RJ practitioners.
- Enhance information sharing between RJ practitioners, academics, and others about program development, new research and best practices.

- Support research on RJ.
- Promote networking and partnerships between RJ agencies.

Additionally, the vast majority of respondents supported activities such as hosting a website, organizing conferences, and establishing a newsletter.

The meeting in Winnipeg in March 2010 was attended by 99 people from across much of Canada. Many groups and sectors that are involved in RJ were represented. The participants supported the work that had occurred on goals, activities and products for the CRJC, and they provided valuable suggestions for its vision and values. They discussed the importance of working with youth, using new technology when possible and appropriate, the structure of the CRJC, and its membership categories.

The participants at the Winnipeg meeting mandated the Steering Committee to continue developing the CRJC, and it was suggested that subcommittees could work on various aspects of the organization. Four subcommittees were subsequently established. The subcommittees met by conference call between spring and fall 2010 to work on the CRJC's values and vision; goals, activities, and products; structure and membership; and fundraising and resource generation.

Ideas from the subcommittees were presented at the 2010 National RJ Symposium in Regina. About 70 people from a range of groups and sectors attended, including RJ practitioners, victims and victim officials, Aboriginal people, government officials, offenders, educators, and others. Feedback from the workshop suggested that there was a continuing level of support for the establishment of the CRJC. Most of the feedback related to the following:

- Which vision was preferred by those who attended.
- The desire for more concrete and specific information about the goals, activities, and products of the CRJC.
- Suggestions that the CRJC could begin developing a website.
- Questions about the CRJC's membership.
- Questions about how the organization will be formally established.

The Steering Committee committed to take the feedback into consideration, develop a proposal, and circulate it. The resulting draft was circulated in May 2011. People were asked to respond to the following questions:

1. What comments do you have about the proposal for the CRJC's:
  - a) Preamble, vision, mission, values, and principles?
  - b) Goals, activities and products?
  - c) Structure and membership?
2. What proportion of funding for the CRJC should come from public sources, private sources, in-kind donations and memberships?

3. What ideas do you have for funding or in-kind resources to assist with establishing the CRJC and undertaking its initial work?

Most of the feedback received in spring 2011 about the draft proposal was supportive. Some respondents reiterated the importance of respecting the autonomy of local RJ groups and working collaboratively with other networks and agencies. Respondents were open to the CRJC receiving funding from various sources, including governments and justice agencies, as long as the funding sources are diverse and the CRJC remains independent.

It was suggested that the CRJC's principles should reflect the importance of research on RJ.

There were a few comments about the composition of the Board of Directors and whether the proposed membership categories would exclude anyone. There seemed to be agreement that it is important to have representation from all regions of Canada, which might require one director from each province and territory. Additionally, there were some requests for clarification about criteria for selecting directors. The Steering Committee is establishing a working group to finalize the criteria for nominations and help determine the election process for the Board. The number of directors will be determined during that process.

There was a suggestion that it would be better to have some kind of organizational structure other than an incorporated non-profit organization with a Board of Directors, and that the contributions of Aboriginal people to the development of RJ should be mentioned in the proposal.

The Steering Committee considered the feedback and made a few adjustments, which are reflected in this August 2011 version of the proposal. Additionally, the Steering Committee launched the CRJC's website.

### **III. PROPOSAL FOR THE CRJC**

The proposal for each aspect of the CRJC is placed in a text box. A rationale and explanatory text appears below the text boxes.

For a condensed version of the proposal, without rationales, see Appendix A. Please note that the abridged version does not include the preamble, and the detail regarding the proposed structure and membership is significantly curtailed.

## A. PREAMBLE, VISION, MISSION, VALUES AND PRINCIPLES

### ***Preamble for the CRJC:***

The CRJC acknowledges that justice honours the inherent worth of all and is integral to all social structures. In this context, RJ is fundamentally about reparation, healing, accountability, and how people relate to each other. When a person or group has experienced harm or has caused harm, RJ provides a response to that harm that respects the integrity of each person and the communities from which they come. Within this broad understanding, RJ can be interpreted and practiced in a variety of ways and settings.

The CRJC seeks to embody the values and processes of RJ within all of its practices and interactions. The CRJC also acknowledges the contributions that many groups have made to the development of RJ.

*Rationale:* The vision and mission of the CRJC should reflect the many ways in which RJ is practiced and understood. As it would be difficult to come up with a definition of RJ that all practitioners could agree to, the preamble includes a broad statement about the nature of justice and the fundamental nature of RJ. This preamble then forms the basis for the CRJC's vision, mission, values and principles.

One of the comments received during the spring 2011 consultation was that the contributions of Aboriginal peoples to RJ should be acknowledged in the proposal. A sentence has been added to the preamble to acknowledge the contributions of many groups. The development of RJ has drawn on the traditions of Indigenous peoples around the world, as well as the work and philosophies of faith communities, victims advocates, community corrections, critical legal scholars, and others. These issues were discussed in more detail in some of the documents developed during the consultation on the CRJC.

### ***Vision for RJ in Canada:***

Every Canadian can access RJ programs and services to address a wide range of harms.

*Rationale:* Throughout the consultation on the CRJC, there has been a strong sense that RJ should be more widely available. The recommended vision is ambitious because it involves a significant expansion of programs and services in the educational sector, the justice sector, and other sectors across the country, to address a wide variety of harms in different contexts. By saying that every Canadian "can" access RJ programs and services, it also reflects the idea that people should be able to access RJ if they wish to do so, but that it should not be imposed on anyone.

It should be noted that the above statement is a broad vision for RJ in Canada, rather than a vision that focuses on the CRJC. (The mission statement that is listed next refers to the specific role of the CRJC in achieving the broad vision.)

***The CRJC's Mission:***

The CRJC promotes RJ at the national level and supports RJ practitioners, programs, agencies, and networks/associations.

*Rationale:* The mission statement focuses on the specific role of the CRJC in achieving the broad vision. One of the strongest themes throughout the consultation was that the CRJC should promote RJ and support those who are working in this field.

***The CRJC's Values:***

- **Leadership** – the CRJC furthers the growth and evolution of RJ in Canada and provides opportunities to explore challenges, issues and gaps in the RJ field.
- **Transformation** – the CRJC believes in the potential for people, organizations, communities, institutions, and society to grow and change in positive ways.
- **Inclusiveness** – the CRJC believes in the equality of all people. It invites victims, offenders, families, children and youth, communities, government, and other institutions to participate in its processes and activities, and it engages all sectors where RJ is or could be used.
- **Respect** – the CRJC honours the sacredness, dignity, and inherent value of every person.
- **Courage** – the CRJC speaks out boldly and passionately about the role of RJ and advocates for access to RJ practices.
- **Accountability** – the CRJC is transparent and responsive to its members, the Canadian public, and funding organizations.
- **Creativity** – the CRJC searches for innovative ways to address challenges and uses new technology when appropriate.



*Rationale:* The above list reflects major themes from the discussion about values that occurred during the meeting in Winnipeg in March 2010. It is envisioned that the CRJC's actions and its interactions with members and other groups will demonstrate its commitment to these values.

***The CRJC's Principles:***

- Embrace RJ values, ideas, practices and language in its processes, structures, actions and communications.
- Respect the autonomy of local, regional and provincial/territorial RJ programs.
- Work collaboratively across geographic areas with relevant organizations/systems whenever possible.
- Listen to the stories, views and experiences of its members and others.
- Reflect on its own actions and experiences and consider whether they are congruent with restorative values and how they support RJ.
- Be open to suggestions and challenges and be willing to work through difficult issues.
- Attend to the research evidence concerning RJ programs and practices.

*Rationale:* The principles listed above were raised during the consultation as being important in guiding the CRJC's operations. A new principle on research has been added to respond to comments about the importance of being aware of the growing body of research and evaluation on RJ.

## B. GOALS, ACTIVITIES AND PRODUCTS

The following chart outlines the CRJC’s goals, activities and products. Some objectives have been added under each goal to clarify more specific things that would occur, assuming that time and resources are available.

It is envisioned that the CRJC will work in consultation with its members, collaborate to develop initiatives, and respond to requests for assistance when possible. For that reason, the wording of the objectives and activities often refers to “facilitating” an action. There may also be times when it is appropriate for the CRJC to provide a specific service or event on its own.

The CRJC will not be able to undertake all of the proposed activities when it is first established. The following list of goals, activities and products should be understood as what the CRJC could eventually aim to accomplish when it has developed sufficient capacity. The future Board of Directors will need to refine this list into a work plan with priorities and timelines.

It is assumed that many activities and products will involve the extensive use of web-based technologies and the CRJC’s website.

| GOALS   | ACTIVITIES  | PRODUCTS   |
|---|---|--|
| <p><b>Strengthen RJ networks, associations, agencies and programs in a range of sectors at the national, provincial/territorial and local levels.</b></p> <ul style="list-style-type: none"> <li>• Facilitate opportunities for RJ practitioners to enhance their skills.</li> <li>• Support opportunities for RJ practitioners, academics, and others to network and exchange knowledge.</li> <li>• Enable RJ practitioners to have dialogues about critical and emerging issues in the RJ field.</li> </ul> | <ul style="list-style-type: none"> <li>• Circulate information about training opportunities.</li> <li>• Facilitate training and networking opportunities, such as workshops, retreats and conferences.</li> <li>• Circulate information about academic programs on RJ and related topics.</li> <li>• Assist RJ practitioners to develop mentoring relationships and provide peer support to each other.</li> <li>• Facilitate dialogues among RJ practitioners about the theory and practice of RJ.</li> <li>• Collect and circulate information about new programs and research, promising practices, standards, and ethics in the RJ field.</li> <li>• Establish and maintain links with national RJ organizations in other countries.</li> </ul> | <ul style="list-style-type: none"> <li>• Directory of RJ programs.</li> <li>• Directory of academic programs about RJ and related fields.</li> <li>• List of practitioners who are willing to be involved in mentoring and peer support relationships.</li> <li>• Newsletter.</li> <li>• Library of RJ-related resources.</li> </ul> |
| <p><b>Promote dialogue and public education about RJ.</b></p> <ul style="list-style-type: none"> <li>• Enhance knowledge about RJ and its benefits, tensions and challenges.</li> </ul>   | <ul style="list-style-type: none"> <li>• Implement an RJ media campaign.</li> <li>• Facilitate online web sessions.</li> <li>• Collect and circulate research, stories, and information about RJ programs and practices and RJ in general.</li> </ul>   | <ul style="list-style-type: none"> <li>• The library of RJ-related resources will include research, statistics, stories and other materials.</li> </ul>  |

|  |  |   |
|--|--|---|
| <ul style="list-style-type: none"> <li>• Reach out to groups and individuals who are sometimes disconnected from RJ, such as victims, Aboriginal peoples, and ethnic/cultural groups.</li> <li>• Support education about RJ among children and youth.</li> </ul>   | <ul style="list-style-type: none"> <li>• Meet with groups and organizations to discuss the issues that affect them and any concerns or views they have about RJ, and find ways to address their concerns if possible.</li> <li>• Connect with groups and individuals in a range of sectors who want to explore ways to resolve conflicts and address harms.</li> </ul> | <ul style="list-style-type: none"> <li>• Collection of communications and public education tools such as PowerPoint presentations and YouTube videos.</li> <li>• CRJC blog site.</li> <li>• CRJC FaceBook page.</li> <li>• CRJC Twitter account.</li> </ul> |
| <p><b>Advocate to federal, provincial/territorial, municipal governments, and others about access to RJ for all Canadians.</b></p> <ul style="list-style-type: none"> <li>• Increase the awareness and knowledge of government officials and others about RJ.</li> <li>• Increase government and community use of and support for RJ in all contexts.</li> </ul> | <ul style="list-style-type: none"> <li>• Undertake a public advocacy campaign about RJ.</li> <li>• Develop and implement a communications plan.</li> <li>• Facilitate opportunities for RJ groups to meet with relevant government officials.</li> <li>• Support research and evidence-based decision making about RJ.</li> </ul>                                      | <ul style="list-style-type: none"> <li>• Sample petitions and letters to elected officials.</li> <li>• Inventory of demonstration projects and research papers.</li> </ul>  |

*Rationale:* The goals, activities and products outlined above reflect the ideas that were strongly supported throughout the consultation process.

### C. STRUCTURE AND MEMBERSHIP

**Structure:**

The CRJC will be incorporated as a national, charitable non-profit organization with a Board of Directors.

**Guidelines for Board Composition:**

- A minimum of 60% of the directors will represent RJ groups, agencies, networks and/or organizations, and a maximum of 40% will serve as individuals rather than as representatives of RJ groups or organizations.
- The Board will strive to ensure that there is a high level of diversity among Board members. Some of the key elements of this diversity will include:
  - Geographic (eastern, central, western, and northern Canada);
  - Gender;
  - Age (all age groups from teenager to senior citizen);
  - Ethnic and cultural groups;
  - Program origin (RJ programs offered by community-based organizations, government, and non-government organizations); and
  - Program and client focus.

- Sixty per cent of the directors must have significant personal involvement in the RJ field. For example, they might work as practitioners, policy makers, or academics whose work, volunteer activities or interests directly relate to RJ.
- Directors must subscribe to the vision, mission, values, and principles of the CRJC.

*Rationale:* The Steering Committee considered feedback from the Winnipeg meeting and other information regarding the strengths and weaknesses of non-profit corporations, coalitions, informal networks, and other organizational models. They also considered the benefits and challenges of each model and the amount of staffing, funding, administrative support, and other supports that would be needed under each. Taking this information into consideration, the Steering Committee feels that a national, non-profit, charitable organization with a Board of Directors is the structure that is most likely to enable the CRJC to undertake focused activities, be sustainable over the long term, and receive funding.

It will be necessary to ensure that members of the Board of Directors have a range of skills and experiences, that the Board represents different regions of Canada and various sectors within the RJ field, and that it is not dominated by particular organizations or interests. On the other hand, the Board cannot be too large or it will be difficult to reach consensus and bring the Board together. The number of Directors will be determined in the future. It is recommended that there should be both organizational and individual members who have a range of expertise and involvement in the RJ field.

Ideally, all directors will be personally and significantly involved in the RJ field, whether as practitioners, policy makers, academics, or in other ways. Yet it is possible that some directors will have backgrounds in related areas such as the criminal justice system, the educational system, or conflict resolution. Regardless of their background, all directors must subscribe to the vision, mission, values, and principles of the CRJC.

***The Role of the Board, Committees and the Coordinator:***

- The Board of Directors will be a volunteer “working board” that provides leadership and direction as well as coordinating and undertaking tasks and activities.
- The Board will be assisted by committees of volunteers that work on specific objectives or tasks.
- A paid coordinator will assist the Board and committees, coordinate activities as required, and undertake administrative tasks.
- The Board will strive to make its decisions by consensus whenever possible, and will make decisions by vote if necessary.
- The Board will continually strive to reach out to the CRJC’s membership to gather input and feedback that informs the Board’s decision making.



*Rationale:* During the consultation process, it was suggested that the CRJC could “start small” and be “scaleable” over time, meaning that it could grow and take on more activities as it develops capacity. The roles of the Board, committees and the Coordinator listed above reflect the likelihood that the CRJC will have to “start small”, with an active, working Board and few staff resources.

A paid coordinator will help ensure that activities occur in a timely and coordinated manner. The coordinator’s position may be full-time or half-time, depending on the amount of funding received.

It is envisioned that the Board of Directors will strive to model the values and principles of RJ by gathering input from the CRJC’s membership and making decisions by consensus whenever possible. Voting may sometimes be necessary because situations could arise that require a faster response than can be achieved with a consensus model; the Board might want to delegate some decision-making powers to various groups; or because statutes regarding non-profit corporations sometimes require votes for certain matters. In these kinds of situations, it would be necessary and acceptable for the Board to vote.

### ***Membership Categories:***

- **Individual Member.** This category will include individual RJ practitioners, academics, students, RJ advocates, and members of the public who support RJ. This form of membership will be eligible for election to one of the seats available for individuals on the Board of Directors.
- **Organizational Member.** This category will include any agency that delivers RJ services, is involved in teaching RJ, or directly supports RJ in other ways. This form of membership will be eligible for election to the seats reserved for organizations on the Board of Directors.
- **Regional RJ Group Member.** This category will include regional, provincial and territorial RJ networks and associations. These groups will be eligible for election to the seats reserved for organizations on the Board of Directors.
- **Associate Member.** This category is intended for those who wish to support the CRJC and stay informed about its work. Individuals and groups with associate memberships will not be eligible for election to the Board of Directors, but it is anticipated that they will be eligible for other CRJC benefits.

### ***Membership Fees:***

CRJC memberships will be free until the Board of Directors is elected and the Board has time to determine the appropriate membership fees. This will ensure that there is a pool of members who can vote in the election process. It is anticipated that there will be membership fees once the CRJC is established.

*Rationale:* The membership categories are inclusive and consistent with the recommended composition of the Board of Directors. Potential members will determine which of the membership categories best fits them and apply for that category of membership. For example, it is anticipated that students and youth would fit under the category of “individual” members.

Feedback throughout the consultation process indicates that regional representation is important and there needs to be a way for regional, provincial, and territorial RJ networks and associations to be involved in the CRJC. Offering this membership category ensures that these groups can join the CRJC if they wish to do so.

There was some consensus during the consultation process that there should be broad, inclusive membership categories as well as membership fees. Additionally, there were comments that the fees need to be low enough so that they do not present a barrier to membership, but also that they should be high enough to generate a sense of ownership and commitment to the CRJC.

It is difficult for the Steering Committee to propose membership fees at this time because it is not clear how many groups and individuals are interested in purchasing memberships and how much funding the CRJC will have. Moreover, the CRJC does not yet have a bank account to collect the fees. For these reasons, the Steering Committee decided that memberships will be free until the Board of Directors is elected and has time to determine appropriate membership fees.

### **Benefits of Membership**

It is envisioned that there will be ongoing dialogue between the Board of the CRJC and its members, and that members will assist with CRJC initiatives.

Members will receive benefits such as:

- Reduced rates for CRJC events.
- Access to products that are created specifically for CRJC members.
- Opportunities to network and learn about developments in the RJ field.
- Being eligible to participate on CRJC working groups, committees, and task forces.
- Being eligible to represent the CRJC during presentations and other public events.
- Being eligible for election to the CRJC's Board of Directors as outlined in the membership categories above.

### **IV. FUNDRAISING AND RESOURCE GENERATION**

The CRJC will need a number of resources in order to function. These include:

- Human resources (staff, volunteers, skills, knowledge).
- Technological resources (a website, an email list, and a database of members).
- Capital resources (computers, photocopiers, fax machines, telephones, and possibly a physical office space).
- Funding.

The Steering Committee and the Subcommittee on Fundraising and Resource Generation will now begin searching for resources to support the CRJC. It is likely that a significant amount of work will initially occur through in-kind contributions. Additionally, it will be important to look for diverse sources of funding so that the CRJC is not overly reliant on any single source.

## V. NEXT STEPS

As of August 2011, the Steering Committee is developing a process to:

- Establish the membership of the CRJC;
- Finalize and adopt the organization's name, preamble, vision, mission, values, principles, goals, activities, products, structure, and membership categories;
- Elect a Board of Directors;
- Hold a first meeting of the Board; and
- Begin establishing the CRJC as an incorporated non-profit corporation.

In order to accomplish these steps, the Steering Committee launched a website for the CRJC. Its address is: [www.crjc.ca](http://www.crjc.ca)

The Steering Committee is also establishing a working group to finalize the criteria for nominations and help determine the election process for the Board.

The CRJC will have to undertake a number of activities when it is established. The Steering Committee suggests that the following would be some immediate priorities, and that it will take six to 12 months to undertake these steps:

- Undertake the legal process for becoming an incorporated non-profit corporation.
- Widen the circle of support for the CRJC by inviting its members, the public and other organizations to share their interests, capacities and talents in the CRJC's activities and products.
- Seek financial support and partnerships.
- Develop a work plan that includes priorities, actions, timelines, and which group or individual is responsible for each task.
- Establish committees to assist with undertaking the priorities.

If requested, members of the Steering Committee could assist the CRJC with undertaking these or other priorities during the first six months or year of its operation.

## APPENDIX A – CRJC At a Glance

### Vision

Every Canadian can access RJ programs and services to address a wide range of harms.

### Mission

The CRJC promotes RJ at the national level and supports RJ practitioners, programs, agencies, and networks/associations.

### Values



### Principles

- Embrace RJ values, ideas, practices and language in its processes, structures, actions and communications.
- Respect the autonomy of local, regional and provincial/territorial RJ programs.
- Work collaboratively across geographic areas with relevant organizations/systems whenever possible.
- Listen to the stories, views and experiences of its members and others.
- Reflect on its own actions and experiences and consider whether they are congruent with restorative values and how they support RJ.
- Be open to suggestions and challenges and be willing to work through difficult issues.
- Attend to the research evidence concerning RJ programs and practices.

### Structure

The CRJC will be incorporated as a national, charitable non-profit organization with a Board of Directors. The Board of Directors will include individual members and organizational members (which can include regional RJ groups).

The Board will strive to ensure that there is a high level of diversity among Board members, including geographic regions across Canada; gender; age; ethnic and cultural groups; program origin; and program/client focus.

The Board of Directors will be a volunteer “working board” that provides leadership and direction as well as coordinating and undertaking tasks and activities. The Board will be assisted by committees of volunteers.

A coordinator will assist the Board and committees, coordinate activities as required, and undertake administrative tasks.



### Membership

*Individual Member:* RJ practitioners, academics, students, RJ advocates and members of the public who support RJ.

*Organizational Member:* Agencies that deliver RJ services, are involved in teaching RJ, or support RJ in other ways.

*Regional RJ Group Member:* Regional, provincial and territorial RJ networks and associations.

*Associate Member:* Those who wish to support the CRJC and stay informed about its work.

## APPENDIX A – CRJC At a Glance

| Goals   | Activities   | Products  |
|---|--|---|
| <ul style="list-style-type: none"> <li>● Strengthen RJ networks, associations, agencies and programs in a range of sectors at the national, provincial/territorial and local levels.               <ul style="list-style-type: none"> <li>○ Facilitate opportunities for RJ practitioners to enhance their skills.</li> <li>○ Support opportunities for RJ practitioners, academics, and others to network and exchange knowledge.</li> <li>○ Enable RJ practitioners to have dialogues about critical and emerging issues in the RJ field.</li> </ul> </li> <li>● Promote dialogue and public education about RJ.               <ul style="list-style-type: none"> <li>○ Enhance knowledge about RJ and its benefits, tensions and challenges.</li> <li>○ Reach out to groups and individuals who are sometimes disconnected from RJ, such as victims, Aboriginal peoples, and ethnic/cultural groups.</li> <li>○ Support education about RJ among children and youth.</li> </ul> </li> <li>● Advocate to federal, provincial/territorial, municipal governments, and others about access to RJ for all Canadians.               <ul style="list-style-type: none"> <li>○ Increase the awareness and knowledge of government officials and others about RJ.</li> <li>○ Increase government and community use of and support for RJ in all contexts.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>● Circulate information about training opportunities.</li> <li>● Facilitate training and networking opportunities, such as workshops, retreats and conferences.</li> <li>● Circulate information about academic programs on RJ and related topics.</li> <li>● Assist RJ practitioners to develop mentoring relationships and provide peer support to each other.</li> <li>● Facilitate dialogues among RJ practitioners about the theory and practice of RJ.</li> <li>● Collect and circulate information about new programs and research, promising practices, standards, and ethics in the RJ field.</li> <li>● Implement a media campaign about RJ.</li> <li>● Facilitate online web sessions.</li> <li>● Collect and circulate research, stories, and information about RJ programs and practices and RJ in general.</li> <li>● Meet with groups and organizations to discuss the issues that affect them and any concerns or views they have about RJ, and find ways to address their concerns if possible.</li> <li>● Connect with groups and individuals in a range of sectors who want to explore ways to resolve conflicts and address harms.</li> <li>● Undertake a public advocacy campaign about RJ.</li> <li>● Develop and implement a communications plan.</li> <li>● Facilitate opportunities for RJ groups to meet with relevant government officials.</li> <li>● Support research and evidence-based decision making about RJ.</li> <li>● Establish and maintain links with national RJ organizations in other countries.</li> </ul> | <ul style="list-style-type: none"> <li>● Directory of RJ programs.</li> <li>● Directory of academic programs about RJ and related fields.</li> <li>● List of practitioners who are willing to be involved in mentoring and peer support relationships.</li> <li>● Newsletter.</li> <li>● Library of RJ-related resources that includes research, statistics, stories and other materials.</li> <li>● Collection of communications and public education tools, such as PowerPoint presentations and links to YouTube videos.</li> <li>● CRJC blog site.</li> <li>● CRJC Facebook page.</li> <li>● CRJC Twitter account.</li> <li>● Sample petitions and letters to elected officials.</li> <li>● Inventory of demonstration projects and research papers.</li> </ul> |