

Strategic Plan 2020 – 2022

North Shore Restorative Justice Society

www.nsrj.ca

A peaceful approach to crime and conflict that seeks to address the needs of victims, offenders and communities by offering processes that encourage dialogue, reparation and healing.

2020 - 2022

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Charting a Restorative Future on the North Shore

We appreciate the diverse partners with whom we work on the North Shore. Since our founding by the City of North Vancouver Mayor Jack Loucks in 1997, we have widened our community outreach and services from crime and justice to education and learning. Through a collaborative approach to responding to harmful behaviour and crime, we seek to address the needs and well-being of community members, including victims and offenders. We offer inclusive processes that encourage skill-building, dialogue, understanding, reparation, and healing. In the years ahead, we seek to increase access to restorative approaches and deepen our relational practices on the North Shore.

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Acknowledgements



We honour the Elders and Knowledge Holders, past, present and future, and acknowledge with gratitude that our work takes place in communities situated on the traditional, ancestral and unceded territories of the Skwxwú7mesh Uxwumixw (Squamish), Səlílwətaʔ/Selilwitulh (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) First Nations.



Our Vision, Mission & Values

Our Vision

We work towards a future where restorative justice practices, principles and values are used throughout North Shore communities to prevent conflict and heal harms.

Our Mission

To build capacity and connectivity within the North Shore communities to prevent and respond to conflict and harm, through values-based processes that engage diverse individuals.

Our Values

Respect • Trust • Humility • Sharing • Inclusivity • Forgiveness • Compassion



• OUR STRATEGIC PRIORITIES •

Equity, Diversity & Inclusion

1.

We integrate improved and updated organizational policies and practices into our work, using an equity lens.

2.

We pursue greater access to our services for all North Shore communities and residents and specifically for those from historically marginalized and/or underserved groups.

3.

We incorporate truth and reconciliation into our work in an intentional fashion, and respond to the Truth and Reconciliation Commission's call to action in our work with Indigenous peoples.

We will know we have succeeded when...



We have new and strengthened partnerships that deepen organizational knowledge and provide increased access for historically marginalized or underserved groups.



We consistently acknowledge the distinctive history of Indigenous justice and, its relationship with restorative justice.



Our Board, staff and volunteers reflect community demographics and consistently bring an inclusive view to all our work.



Partnerships and Networks

1.

Partnerships

We are respected for our work and have well-established partnerships and networks.

2.

Networks

We are known as a key player in preventing and responding to conflict and crime on the North Shore through our education initiatives and restorative response programs.



We will know we have succeeded when...



Our services are relied upon by our partners and networks for their timely and holistic nature, customized approach, and relevant impact and results.



We have ongoing communication and clarity of understanding among all our community-based stakeholders about our mutual interests, and how those we serve, can, and are, benefiting from accessing our services.



Sustainability

1.

With gratitude to our long-term municipal funders, partners, corporate sponsors, and individual donors, we maintain a fiscally reliable and viable financial path.

2.

We have a well-supported team able to offer an increasing scale and scope of services.

We will know we have succeeded when...

- Prudent financial stewardship allows us to sustainably serve the expanding needs of our North Shore communities.
- Our restorative response files increase in number and variety every year.
- Our work with school partners expands and deepens every year.
- Our confidential surveys show a continuing high level of participant satisfaction.



Organizational Growth & Development

1.

We have a genuinely collaborative culture with a focus on personal and professional growth.

2.

We enhance our organizational structures and strategies as we develop and build trust.

3.

Our staff processes evolve and are attuned to Indigenous understandings, racial justice and gender equality.

We will know we have succeeded when...

Our retention and job satisfaction rates continually increase for our highly qualified staff.

NSRJ staff readily adapts processes to suit Indigenous needs, racial justice, and gender equity requirements.

We are frequently approached by partners and residents to address emerging issues and needs through restorative process

We continue to see increased, earlier, and more complex referrals from the community.