

THE NORTH SHORE RESTORATIVE JUSTICE
SOCIETY

ANNUAL REPORT 2021



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Celebrating 23 of service

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NSRJ honours 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.

ABOUT US

MISSION, VISION AND VALUES

Mission

To build capacity and connectivity with the North Shore community to prevent and respond to conflict and harm. We will do this through values-based processes that engage elders, adults and youth.

Vision

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

Values

In restorative processes, common values and their definitions are often discussed and agreed upon. The values we hold as an organization are respect, trust, sharing, humility, compassion, inclusivity and forgiveness.

By adhering to our mission, aiming for our vision and practicing our values, we support the North Shore community through avenues including:

Our Restorative Response program (RRP), whereby local police forces can divert criminal files towards community-based resolution;

Our Restorative Justice in Education (RJE) Initiative, which holds weekly circles in classrooms, providing hundreds of children an opportunity to connect and engage with their peers to build a strong community fabric; and,

Our Community Dialogues and Youth Speak Outs, which bring restorative justice to all those who are interested.

CHAIR REPORT & MESSAGE

Dear NSRJ community,

What a year it has been! Despite challenges faced this year, the North Shore Restorative Justice Society has continued to excel.

With immense gratitude, the Board and I acknowledge the tremendous work executed under the leadership of Interim Executive Director Tina Parbhakar and continued by the return of Sioned Dyer as Executive Director. The team, inclusive of leadership, staff and volunteers, have not only risen to the challenge of 2020, but surpassed goals obtained in 2020 to ensure growth of the Society to best serve an ever-expanding community base.

Anne-Marie Parent, Manager of the Restorative Justice in Education Initiative (RJEI) and the team executed the inaugural Youth Justice Lab to great success, grew connection to local schools, and represented NSRJ at conferences and symposiums. These are but just a few of the successes achieved within the Education Initiative umbrella.

Nermin Karim, Manager of the Restorative Response Program and the team have seen near steady state or growth of referrals from north shore law-enforcement, as well as increasing capacity building and community focused empathy building facilitated by Nermin. Additionally, volunteer engagement in files referred rose significantly. In a year of civil protest of continued harms to certain populations, the importance of relationship building between community members, as well as community and law enforcement was glaring (again). The Board continues to be such a positive force for NSRJ so the Society can serve community.

In trying circumstances, Board members pivoted to online fundraising events, reviewed policy, supported funding applications, onboarded several new Board members, formalized budget procedures, and promoted NSRJ wide and far. Thank you to long-serving Board members Brenda Morrison, Eric Andersen, Freydis Welland and Shaneeda Jaffer for your continued support of NSRJ via academic work and advocacy, fundraising, organizational support and through legal knowledge. Additional gratitude for newer members, but not new to NSRJ, Lindy Pfeil, Laurisse Noel, Alex Eastwood (who stepped down mid-year due to work demands), and Matty Taghipour for supporting NSRJ as circle leaders, facilitators and more! Newer members also significantly contributed, guiding important finance work (Marta Brisco) and policy review and human resource items (Kerrilynn Sweeney). Heartfelt congratulations for your achievements as Board, and expression of gratitude for your time dedicated to NSRJ.

A fantastic year passed in terms of NSRJ success in all strategic priorities, and we look forward to what 2021 will bring.

NADIA MALLAY
chair@nsrj.ca

EXECUTIVE DIRECTOR'S STATEMENT

Dear friends,

Over the course of a truly exceptional year, the North Shore Restorative Justice Society (NSRJ) has continued to model the possibilities that exist when we focus on relationships as an avenue to transform conflict and heal harms.

Throughout 2020, NSRJ staff, led by interim Executive Director Tina Parbhakar have adapted their programming to meet the needs of the North Shore community. Our police diversion program (Restorative Response program) went virtual, and staff were able to continue to support victims and offenders of crime in meaningful ways. Our Restorative Justice in Education Program created a completely new program, the Youth Justice Lab, to respond to the increasing isolation and challenges facing older youth in an era of COVID-19. We provided community dialogues on racism, developed a professional development series, began a pilot project in the District of Squamish and established a formal partnership with Squamish Nation.

I returned to my role as Executive Director in the fall and five months later, am still in awe of the work we have accomplished over this past year. And we are growing, building and establishing our work in ways that further embed restorative justice into the North Shore community. We want all residents to feel that there is a space for them at the North Shore Restorative Justice Society, and that we reflect the community we serve.

Our commitment to justice and equity is ongoing. Our equity audit committee is working hard to establish tools to ensure we are continually evaluating our programming through an equity lens. Our best asset continues to be the passionate staff, volunteers, board members and stakeholders who work collectively towards approaches that hold up our society's values.

We are excited for what lies ahead in 2021 and we invite you to join us in our efforts to create a more connected and engaged North Shore community.

With appreciation,



SIONED DYER

sioned@nsjr.ca

RESTORATIVE JUSTICE IN EDUCATION INITIATIVE

Supporting children and youth using a systems change approach.

In 2020, the Restorative Justice in Education Initiative (RJEI) continued to deepen its work within three schools: Mountainside Secondary, Collingwood School, and Gleneagles Elementary, maintaining weekly Circles despite the pandemic and school closures happening in March 2020. Weekly classroom Circles continued in these three partner schools for the 2020-21 school year.

Youth Justice Lab

In spring 2020, NSRJ decided to respond to increased youth social isolation by piloting a new initiative called the Youth Justice Lab. The Lab was designed to ensure youth on the North Shore have an opportunity to connect and regain some of the positive social engagement lost through the COVID-19 pandemic. In the summer of 2020, 15 youth (ages 15 to 19) joined weekly sessions with staff and guest speakers exploring topics under the umbrella of restorative justice, social justice, and decolonization. In groups, participants developed projects to tackle justice issues with the guidance of local mentors. At the program graduation, groups presented their ideas to the community. Project topics included poverty and income inequality, curriculum changes to decolonize BC public education, and peer mental health support networks. Through this 6-week virtual Lab, youth deepened connections between themselves and with community leaders.

Youth Justice Lab feedback:

“I still feel like I have this amazing support network and know that you are all there for me. This feels like my second family.”

“I was shocked by how fast the group became so close in such a short period of time, and we are still staying connected.”

“The group environment was extremely supportive and inclusive, and this helped build a sense of community belonging for me.”

Youth Justice Lab in Schools

Our Youth Justice Lab model was a definite success and we decided to bring this model into schools in the North Vancouver School District, calling it the School Justice Lab! Starting in February 2021, the School Justice Lab is now piloted in 3 schools (i.e., Queensbury Elementary, Mountainside Secondary, and Sutherland Secondary) for a 10-week duration. Students will also be introduced to the skills of peer mediation, an opportunity to gain valuable conflict management skills utilizing restorative approaches that they can use in-person or online, to increase their capacity and abilities to respond to specific incidents of discrimination, racism, cyber-harassment, and bullying.

The impact of our Circles in Schools (i.e., promoting connection and empowerment through being heard, developing social-emotional competencies, and promoting equity, diversity, and inclusion through perspective-taking) highlighted in our 2019 Environmental Scan is continued in new innovative approaches and avenues under the umbrella of the Justice Lab Initiatives.

Staffing

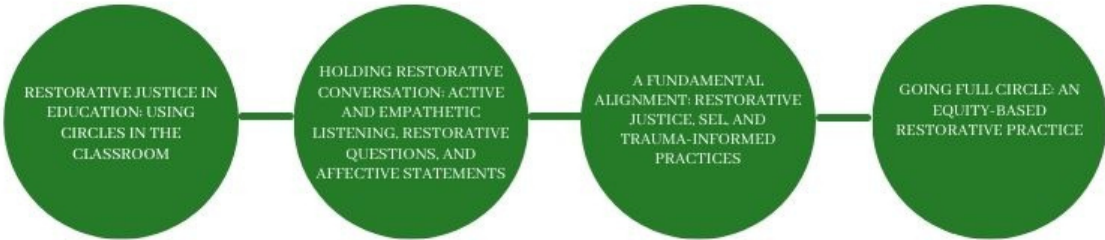
In 2020, the Restorative Justice in Education Initiative (RJEI) staff team remained composed of the same dedicated and committed team we had in 2019. This includes facilitators Rowena Sahota, Elysia Dalgarno and Marcela Villaca, as well as Program Manager, Anne-Marie Parent. We are grateful to have a passionate team guiding our work, including staff and Board members. Among Board members, we have Dr. Brenda Morrison and our Board Chair, Dr. Nadia Mallay, who continue to bring a wealth of experience around educational systems including restorative justice in education, educational leadership, change management, and systemic racism. We also have Lindy Pfeil, who started our program back in 2013 and left a strong legacy in terms of incorporating a social-emotional and trauma-informed framework.



RJEI Staff (from left): Rowena Sahota, Anne-Marie Parent, Elysia Dalgarno & Marcela Villaca

Professional Development

With the support of Maureen Lee, District Principal of Student Support Services at West Vancouver School District (WVSD), we were able to deliver a 4-part reflective series offered to WVSD teachers and school staff, which includes the following four sessions:



RJEI Looking Ahead

EQUITY BASED PRACTICES AND GROWING OPPORTUNITIES



A SHIFT TO A SYSTEM CHANGE APPROACH

Over the past year, our Restorative Justice in Education Initiative recognized the need to disrupt the colonial roots of the justice and education systems using an anti-oppression lens and to shift power using relational and equity and justice-based restorative practices.



Our plan moving forward is to activate this system change via four entry points of strategic action, as followed: (1) Board of Education Trustees and School District administration, (2) students and youth in our communities, (3) teachers, support staff, and education assistants, and (4) parents and caregivers.



"Restorative Justice in Education seeks to promote just, equitable, and healthy school cultures focused on connection and belonging".

-Anne-Marie, RJEI Program Manager

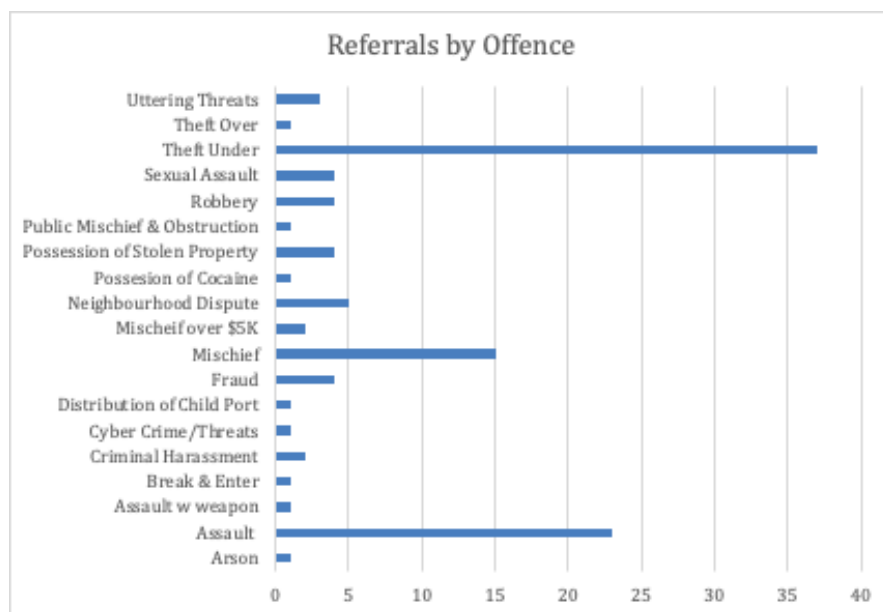
RESTORATIVE RESPONSE PROGRAM

Providing a peaceful approach to crime and conflict that focuses on dialogue, reparation and healing.

In 2020, the Restorative Response Program (RRP) continued to address crime and conflict across the North Shore, serving 101 victims, 115 offenders and holding about 300 hours of individual meetings. Despite the significant limitations that came with the pandemic, RRP seamlessly transitioned into an online platform with great success.

Types of Files

The offences most commonly referred continued to be Shoplifting (Theft Under), Assault and Mischief. Of them, 58% of the offenders were adults and 42% were youth. The offenders self-identified as Male in 65% of files, Female in 34% and we had 1% who identified as gender diverse.



Restorative Response participant feedback:

"Thank you so much for your support, I have a good memories from you in my life and never forget your kindness..."

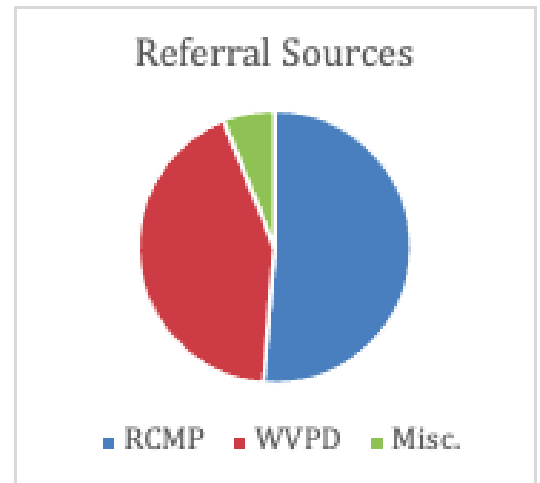
"I cannot stress enough how brilliantly the meetings were conducted. Should anything like this arise in the future for a loved one, I will have them contact the non-profit before they do the RCMP."

"Appreciate the option and opportunity of healing rather than punishing..."

RESTORATIVE RESPONSE PROGRAM

Referral Sources

A total of 115 offenders were referred to RRP in 2020. The North Vancouver Detachment of the RCMP referred 51% of the offenders and the West Vancouver Municipal Police (WVPD) referred 43%. All other referral sources, such as Bylaws, Squamish RCMP etc., made up the remaining 6%. In 2019, the WVPD referred a significantly higher proportion of our files at 56%. Their numbers have decreased partly due to their decreased Calls to Service during the pandemic. The potential for further increases in referrals by both our partner organizations remains, especially in light of the community's recent increased awareness of the need to look beyond punitive measures.



Relationships

Although 2020 was certainly not the best year for physical connections, we used our quick online transition to build community via zoom. We offered two, well-attended community dialogues on 'Racism During COVID'. Our incredible volunteer co-facilitators gifted us with about 520 hours of service! We continue to strengthen relations with partners and provide educational opportunities to police members about their duty to consider restorative justice and the appropriate types of cases to refer. This year, with the support of the leadership at the RCMP, we now have an RJ liaison in each of the four 'watches' or police teams. This opportunity provides us more access and more communication with the police members. The RRP Manager was invited to attend the North Vancouver RCMP's Inclusion, Diversity and Equity Advisory Committee to facilitate group cohesion.

Staffing

We began 2020 with Nermin Karim and Kaylie Maughan as our two RRP staff facilitators. In July, Kaylie ended her time with NSRJ and Alysha Teja was hired. After an intense one-month training period and steep learning curve, Alysha successfully took the lead on files and has been going strong ever since. We are fortunate to have her on our team.



RRP Staff from left: Nermin Karim & Alysha Teja

RRP AT A GLANCE

COMMITMENT, HEALING AND COMMUNITY CONNECTION

The Restorative Response continues to provide meaningful outcomes to victims, offenders and the North Shore community:

520 hours

OF VOLUNTEER FACILITATION

Provided by our amazing team of facilitators.

\$3,481

RESTITUTION PAID

To victims and donated to charities on behalf of victims.

32 letters

OF APOLOGIES

To victims and the community.

193 hours

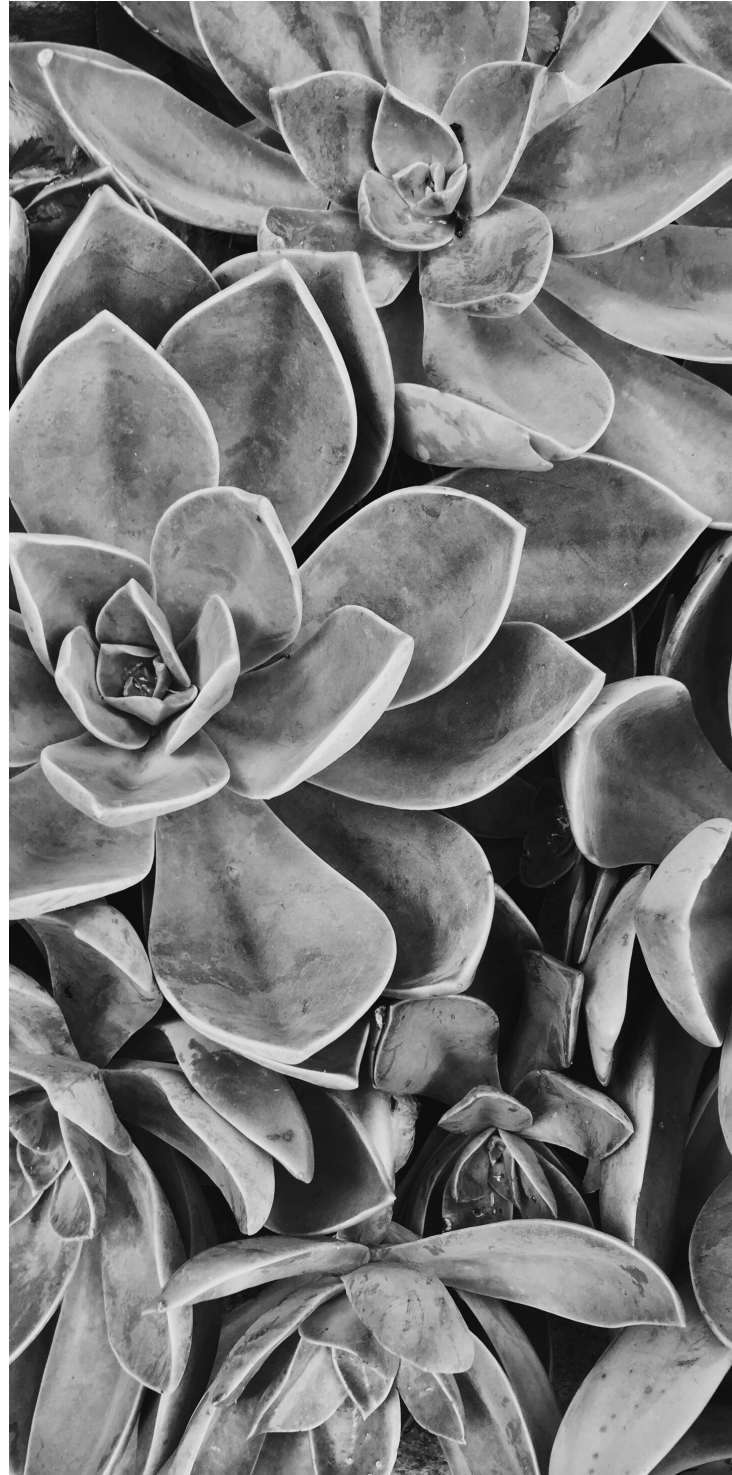
COMMUNITY SERVICE

Provided by offenders to give back to the community.

36 referrals

TO COMMUNITY SERVICES

To support victims and offenders with underlying issues.



RRP LOOKING AHEAD

EXPANDING SERVICE PROVISIONS AND BUILDING STRONG RELATIONSHIPS



Survey Responses

Since October of 2018, we now send only online surveys to participants of completed files. The 2020 results indicated a strong majority of clients were satisfied with the process. Most reported their needs were well served and they left with a greater understanding of the situation. We can take pride in being victim-centred when 75% of those harmed, reported that the process helped them to heal. Also a mark of accomplishment is that 80% of those who offended self-reported it was unlikely they would re-offend.

Participant Responses (agree/ disagree):

This process served my needs well (86%).

The process gave me a greater understanding of this situation (80%).

The outcome of this process was fair to me (91%).

The process took a reasonable amount of time (86%).

The facilitators were neutral and did not take sides (94%).

The facilitators respected me during this process (94%).

Person harmed: This process helped me to heal (75%).

Offender: It is unlikely I will cause this type of harm again (80%).

In similar circumstances, I would choose this process again (80%).

GOALS FOR 2021

- To continue building relations with our police partners and encourage the use of alternative measures to divert files from the criminal justice system where appropriate
- To strengthen our position with recidivism research using data from files referred from our two police partners
- To increase our capacity by hiring one more part-time facilitator
- To increase our database of volunteers by providing another facilitation training opportunity for new volunteers in the fall.

COMMUNITY ENGAGEMENT

Community Dialogues

In line with NSRJ's mission to build capacity and connectivity to prevent and respond to conflict and crime through values-based processes, NSRJ hosted two community dialogues on racism and discrimination during the pandemic. These events brought together diverse residents on the North Shore to unpack the impact of racial and/or ethnic discrimination that is happening around us and to develop specific ways forward to enhance inclusion and promote understanding in our North Shore community.



Fundraisers

This year, once again NSRJ participated in the Scotiabank Charity Challenge. Despite it going virtual this year, we were thrilled by the efforts of our Charity Challenge team who raised a record \$24,744 this year! Thanks to all our fundraisers and donors who stepped up and help us set a new bar for this event. Please email info@nsrj.ca if you are interested in joining our 2021 fundraising team!

We also hosted our fall fundraiser, though unfortunately we weren't able to mingle down at the Polygon Art Gallery as usual. This year, we offered an online auction with some beautiful offerings including hotel stays, jewelry, gift baskets and other delights. We were able to raise almost \$8,000 at this event with proceeds going directly to our programming. We are grateful to all the local businesses and donors for this event. Special shout out to the Engagement Committee for helping to plan and execute this online fundraiser.





THANK YOU

Partners & Sponsors

Many thanks to our partners, donors and funders including:

**City of North Vancouver
District of North Vancouver
District of West Vancouver
North Vancouver School District
North Vancouver RCMP
West Vancouver Police Department
SFU Community Engagement Initiative
Government of Canada**

**West Vancouver Foundation
Spiel Foundation
The Moller Family Foundation
The Jaffer Foundation
Neptune Terminals
West Vancouver United Church
Deep Cove Lions
Province of British Columbia**

We also appreciate the generous support of our membership as well as the financial gifts from many individual donors.

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