

# ANNUAL REPORT 2022

The North Shore  
Restorative Justice  
Society



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Celebrating 24 years of service

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NSRJ honours the Elders and Knowledge Holders, past, present and future, and acknowledges with gratitude that our work takes place in communities situated on the traditional, ancestral and unceded territories of the Skwxwú7mesh Uxwumixw (Squamish), Səlílwətaʔ/Selilwitulh (Tseil-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.

# BOARD CHAIR REPORT

Dear NSRJ community,

Not to be repetitive to last year's Report, but what a year it has been! I have no doubt it was a challenging year for many of you, and I hope there have been positive moments as well. All the best wishes for 2022.

Once again, the North Shore Restorative Justice (NSRJ) Society excelled in the face of challenges. As in previous years, the Executive Director Sioned Dyer was dedicated to NSRJ and led the team. Anne-Marie Parent (who became a first time parent!), Manager of the Restorative Justice in Education Initiative grew the educational branch of NSRJ, as well as contributed greatly to NSRJ. Nermin Karim, Manager of the Restorative Response Program and long-serving member of NSRJ achieved more success. For example, Nermin was able to increase the number of files redirected to NSRJ for restorative resolution rather than pass through the criminal systems, including a crown case.

The many volunteers contributed significantly to the success and growth of NSRJ, including the Board. For members of the community to continue to dedicate unpaid time during the ongoing pandemic is quite generous to say the least—thank you.

There were some changes at NSRJ with volunteers and staff. The Society saw growth in many areas including RJ programs for many local First Nations communities. The Society is also engaged in changes to their physical landscape, updating office spaces to obtain greater access to several communities on the north shore, as well as be in close contact with our local law enforcement.

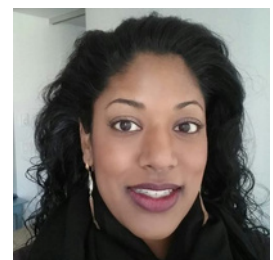
As a community, we continue to read of issues of economic pressures, isolation, food insecurity, housing crisis, mental health, substance use health concerns, global warming, and other injustices that negatively impact our communities. As a community, we also see (or should at least be aware of) the harms against Black and Indigenous communities in particular.

Herein I take the opportunity as NSRJ President and Chair to call for greater action to achieve equity and justice in the spaces each of you hold. Whether in volunteer positions, employment, recreational, political, religious, and many other contexts, I ask how do you speak up and for Black and Indigenous communities? At minimum, please understand the experiences Black and Indigenous communities have in our local spaces. Please reflect and consider how law is read and applied to Black and Indigenous bodies, and what space is created for Black and Indigenous bodies in your organizations.

Although you may be curious, interested or even passionate about race-related equity, I can attest that organizations in Metro Vancouver struggle greatly in the way they interact, support and recognize Black and Indigenous bodies. These bodies continue to be questioned, limited, sidelined, devalued, undervalued, isolated, silenced, and harmed. These acts are racist. I state this point bluntly as I am doubtful we as community recognize the ongoing behaviours, beliefs and actions for what it is: racism. Change is still needed, and you can affect that change. Speak up and speak out.

This is my last year with NSRJ as I voluntarily step down as President and Chair. I wish NSRJ the best in the future, and I wish each of you a joyful and empowering 2022.

Nadia Mallay, Postdoc., EdD



# EXECUTIVE DIRECTOR REPORT

*"I know you're tired but come, this is the way." -Rumi*

As we collectively and also independently continue to move through times of uncertainty, challenge, sorrow as well as many other experiences of hardship, I hope your connection to the North Shore Restorative Justice Society provides you with a hopeful sense of belonging to a community of care.

These times continue to test us in many significant ways. They have highlighted social harms that continue to impact Black and Indigenous communities as well as other historically marginalized groups. They have highlighted the stigma around mental health and addictions and the intersections of trauma. There is so much work to be done and we are seeing more attention directed towards responses that are rooted in community.

Our police diversion program led by Nermin Karim has recently added a third staff person to address the growing number of files being referred. In addition, we have expanded up the Sea to Sky corridor after running a pilot project last year to gauge interest and demand. We continue to see increasingly complex files being referred which require staff and volunteers to maintain an exceptional facilitation skill set. Our Restorative Justice in Education Initiative led by Interim Program Manager Mara Veneman while Anne-Marie Parent is on parental leave recently completed the development of a new program. The Restorative Engagement in Schools program will provide holistic and targeted supports when student-to-student conflict occurs in schools, reducing the risk of suspensions and expulsions. This new program completes our full scope services to schools (from preventative weekly circles to reactive supports when conflict occurs).

In addition, we developed a robust professional development curriculum and facilitated workshops and seminars across Metro Vancouver and all the way up to the Northwest Territories with the SAHTU Divisional Educational Council. We learn so much when we sit in dialogue with stakeholders who are passionate about bringing restorative practices into their work.

As Nadia alluded to in her Chair report, the dedication and commitment provided by our volunteers was incredible throughout 2021 and a testament to their passion for this work. I'd like to take this opportunity to thank those volunteers who are moving on, in particular board members Laurisse Noel, Matty Taghipour, Shanedda Jaffer, Lindy Pfeil and board Chair Nadia Mallay. Our volunteer coordinator Leila Daipour has continued to act as an amazing steward to our volunteers and has helped to support a number of volunteer led committees including the equity audit committee and communications task force.

As we move towards celebrating our 25th year of service, we are excited about what's to come. Our work is growing and the appetite for restorative responses to harm and conflict is strong. We see tremendous potential and are excited to do some great work this year. As we commit to acting as leaders in community based restorative justice programming across Canada, we intend to do it with a commitment to equity and dignity.

It is a privilege to do this work. To come into a setting where I can dialogue with my colleagues in restorative ways, honouring our individual selves, which include our challenges, fears and celebrations is a tremendous gift. I want to take this opportunity to thank my incredible colleagues- you inspire me every day and I feel so fortunate to work alongside each of you.

With appreciation,  
Sioned  
sioned@nsrj.ca



# RESTORATIVE JUSTICE IN EDUCATION

## Overview

2021 saw another year of growth for the Restorative Justice in Education Initiative. Furthering its mission to create just, equitable and inclusive learning environments for youth, RJEI organized its work into three primary programs: (1) Circle in Schools, (2) the Youth Justice Lab, and (3) Professional Development offerings. RJEI's mission was also supported by the dedicated youth volunteers who work together with NSRJ staff as part of the Youth Action Council.

## Circles in Schools

The Circles in Schools program is divided into three terms of eight weekly Circles. Term one focuses on community building, belonging, values, and connection. Term two focuses on self-awareness, emotions, stress, and triggers. Term three focuses on conflict, perspective, power, communication, relationships, and justice.

In 2021, Circles in Schools provided weekly programming to five North Shore schools:

1. Gleneagles Ch'axáy Elementary
2. Collingwood School
3. Mountainside Secondary
4. Upper Lynn Elementary
5. Tsleil-Waututh Nation School

Total number of Circles facilitated in 2021: 201

RJEI was pleased to cultivate a relationship with the new Tsleil-Waututh Nation School, and in 2021 began doing Circles with students from grades Kindergarten through seven as well as providing professional development to staff.

*"Restorative justice in education is about creating learning environments grounded in mutual respect and dignity of all members of the school community, where students are empowered to take accountability and action to strengthen and repair human relationships." – Mara, RJEI Program Manager*



# RESTORATIVE JUSTICE IN EDUCATION

## Youth Justice Lab

In the summer of 2021, NSRJ held a 7-week Youth Justice Lab (YJL) for teenage youth residing on the North Shore. Ten youth were selected to participate. Through speaker presentations, facilitated discussions, and collaboration with six talented community mentors, the youth explored topics relating to restorative justice, understanding bias, decolonization, reconciliation & healing justice, anti-racism, and accessibility. Working in small groups and in collaboration with the community mentors, the YJL participants designed projects aimed at tackling justice issues of personal importance.

YJL youth projects:

- A mental-health mentorship program for elementary and high school students navigating the impacts of racism on mental health
- An art event highlighting BIPOC artists and raising funds for local artists and anti-racism organizations
- A project focused on decolonizing our thoughts and stigma around homelessness

Youth in the YJL explored questions such as:

- How can we use restorative justice principles to meaningfully engage in decolonization, truth, and reconciliation?
- What does youth justice look like in our community?
- What is peer mediation and how can we use it in everyday life?

Following the 7-week summer program, the Youth Justice Lab engaged a larger audience of North Shore youth via six drop-in Speaker Series Events. The Speaker Series events provided youth an opportunity to examine topics of anti-oppression, accountability, allyship, community care, and transformative justice.



## Professional Development

In 2021, NSRJ was invited to provide professional development training to educators and schools throughout the North Shore and beyond. From May through October, NSRJ completed four professional development sessions with the Sahtú Divisional Education Council in the Northwest Territories.

Professional development trainings provided to:

- Tsleil-Waututh Nation School
- West Vancouver School District
- Westview Elementary
- Emily Carr Students Union
- Greater Vancouver Theatre Alliance
- Upper Lynn Elementary

# RJEI

IN NUMBERS

# 201

Circles facilitated in schools across the North Shore

# 45

Participants in our Youth Justice Labs

# 6

Speaker Series events



## RJEI Staff

In 2021, the Restorative Justice in Education (RJEI) team expanded from three to four staff with the addition of Kelly Chessman as RJEI Program Coordinator. The Program Coordinator role was created in response to the growth and diversification of RJEI's programming over the last two years. In addition to the Program Coordinator, NSRJ is pleased to have the continued support of RJEI Facilitators Rowena Sahota and Elysia Dalgarno, as well as RJEI Program Manager Anne-Marie Parent. Near the end of 2021, NSRJ welcomed Mara Veneman as Interim Program Manager for the period of Anne-Marie's parental leave. NSRJ is fortunate to have a passionate team guiding this work, including staff and Board members, who collectively bring a wealth of knowledge of restorative justice in education, educational leadership, the intersection of restorative justice and trauma informed practice, social-emotional learning, and systemic racism, among other areas of knowledge.

## Looking Ahead

In addition to carrying out the above-mentioned programs, 2021 also saw the RJEI team hard at work planning its strategy to address systemic inequities and find ways to interrupt the school-to-prison pipeline. For many years, NSRJ has been handling a high number of youth cases referred by local law enforcement (RCMP and police). Research shows that police involvement in young people's lives tends to lead to a myriad of unfortunate outcomes that disproportionately affect individuals and communities of colour. Similar negative and lasting outcomes are linked to punitive school discipline practices such as suspensions and expulsions. Born out of a desire to create systems change to address racial and other inequities, NSRJ created its newest program: Restorative Engagement in Schools (REiS). REiS will provide professional restorative facilitation to students in schools to address acute incidents of harm or conflict, thus giving school administrators an effective alternative to relying on police or punitive interventions. Funding has been secured to launch the REiS pilot at Mountainside Secondary School beginning early 2022.

*"I feel like I was very lucky to get the chance to be able to make relationships with everyone in the Youth Justice Lab, and that I learned more about how I can take care of myself and others in a normal day! I also learned how to deliver support to people and heal them, and strengthened my project planning and leading abilities!" YJL participant*



# RESTORATIVE RESPONSE PROGRAM

In 2021, the Restorative Response Program (RRP) saw yet another year of continued expansion, serving 337 victims and offenders (a 56% increase over the previous year) and holding approximately 688 hours of client meetings (a 120% increase over the previous year). As restorative justice is gaining traction and credibility in the province and beyond, NSRJ is being examined as a model of best practices and was invited to present to the BC Legislative Assembly's Special Committee on Reforming the Police Act as well as at the 2021 National Symposium on Restorative Justice.

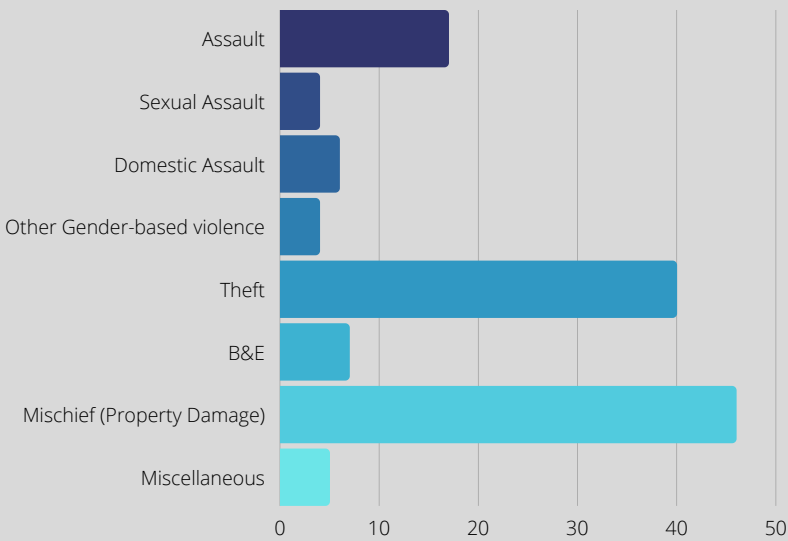
## Types of Files

The offences most commonly referred continued to be Mischief, Shoplifting (Theft Under) and Assault. Of them, 38% of the offenders were adults and 62% were youth. The offenders self-identified as male in 71% of files, female in 27% and we had 2% who identified as gender diverse.

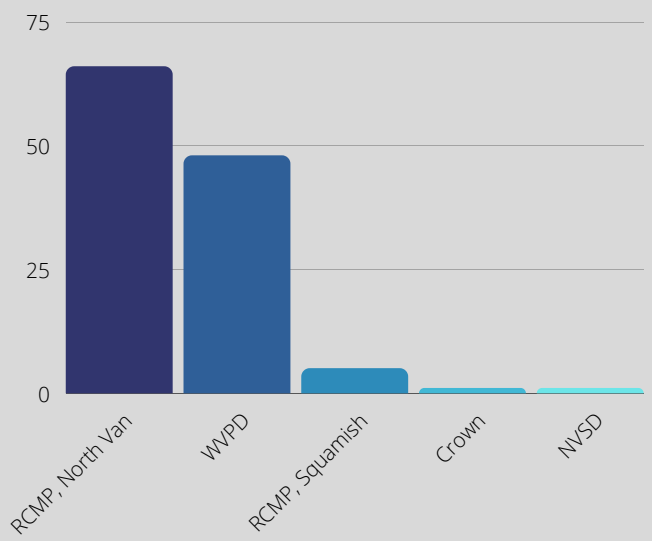
## Referral Sources

A total of 123 offenders were referred to RRP in 2021. The North Vancouver Detachment of the RCMP referred 55% of the offenders and the West Vancouver Municipal Police (WVPD) referred 40%. All other referral sources, such as Bylaws, Squamish RCMP, etc., made up the remaining 5%.

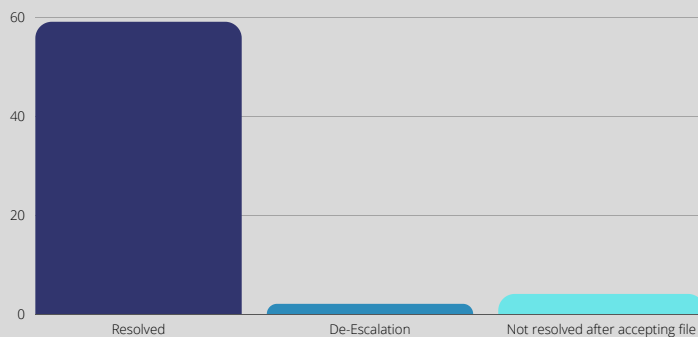
BY TYPE



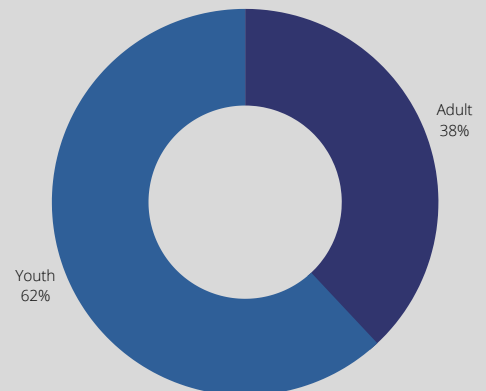
BY REFERRAL



BY RESOLUTION



BY AGE



## RRP Staff

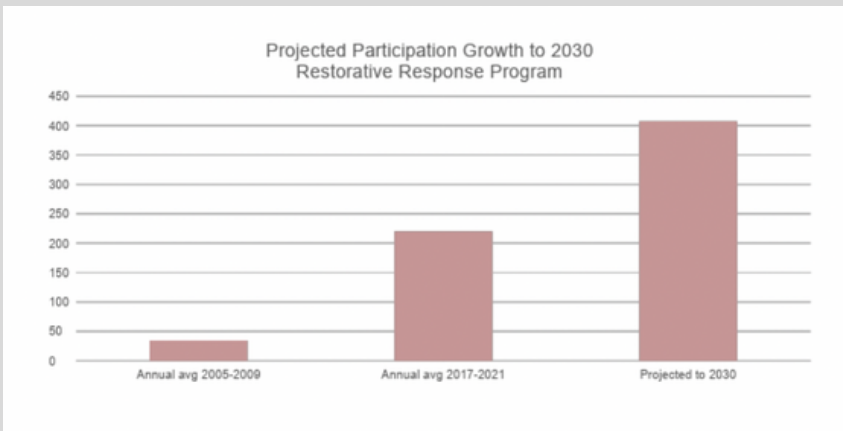
Nermin Karim continued to provide exceptional leadership for the program, and after saying goodbye to facilitator Alysha Teja who went off to pursue her Masters, we welcomed Trish Elgersma into the role of Program Coordinator and Facilitator. With over seven years of experience in Restorative Justice, Trish settled into the role with great efficiency.

## Relationships

Although 2021 was another year of virtual meetings, staff continued to adapt and respond to the growing need for our services. We welcomed in new leadership at both police agencies and established formal relationships with Squamish RCMP. We continued to strengthen relations with partners including Squamish Nation and provided educational opportunities to police members about their duty to consider restorative justice and the appropriate types of cases to refer. Our incredible volunteer co-facilitators gifted us with almost 700 hours of service! In addition, volunteers participated in Advanced Trainings that included a session on working with men, facilitated by Counsellor John Dube, and attending the National Symposium for Restorative Justice.

## Looking Ahead

As mentioned, the demand for restorative services is growing dramatically and NSRJ has continued to respond in meaningful ways. We have hired our third full-time Restorative Response Facilitator and will complete our next volunteer facilitator training in March 2022. This training will usher in 10 new volunteer facilitators to support the evolving needs of the communities we serve. We anticipate expansive growth in the field of restorative justice over the next 10 years and we intend to respond to the growing needs with exceptional restorative processes that honour the inherent dignity of all participants involved.



*\*2021 numbers for participant growth based on data collected for the first half of 2021 and thus reflects only a portion of the numbers for the year\**

## QUOTES FROM PARTICIPANTS

- "I want to thank you for giving me the opportunity to go through this process, and avoid the traumatic and costly court proceedings; I find that NSRJ is a great organization which definitely protects lives; I hope that this organization will thrive, for the benefits of many people in the area."
- "Thank you for caring"
- "I was super anxious at the start of the r.j process, but the facilitators created an environment where was comfortable. This allowed me to freely and share my perspective on the incident at ease."
- "Never knew about this process prior. I loved it. Appreciate the option and opportunity of healing rather than punishing. Again, our case facilitator, was fantastic!"

# RESTORATIVE RESPONSE PROGRAM AT A GLANCE

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

**688 hours**

**OF VOLUNTEER FACILITATION**

Provided by our amazing team of facilitators

**\$12,281**

**RESTITUTION PAID**

To victims and donated to charities on behalf of victims

**49 letters**

**OF APOLOGIES**

To victims and the community

**174 hours**

**COMMUNITY SERVICE**

Provided by offenders to give back to the community

**23 referrals**

**TO COMMUNITY SERVICES**

To support victims and offenders with underlying issues

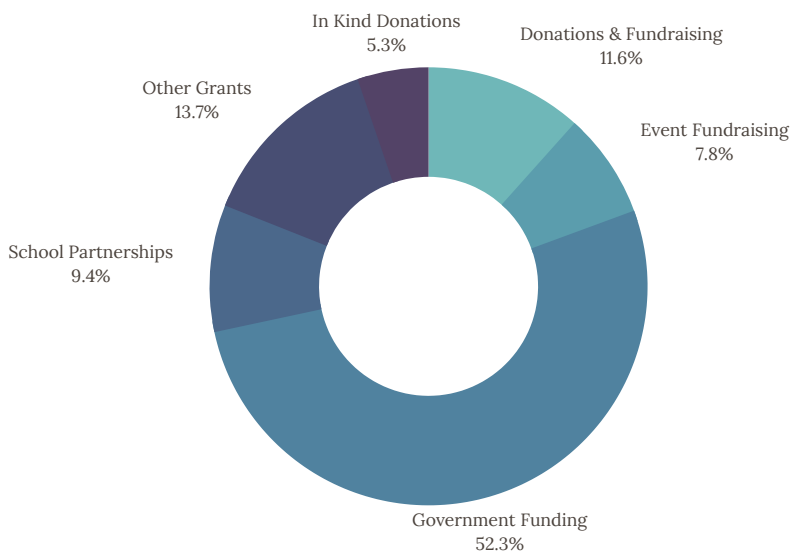


# FINANCIAL OVERVIEW

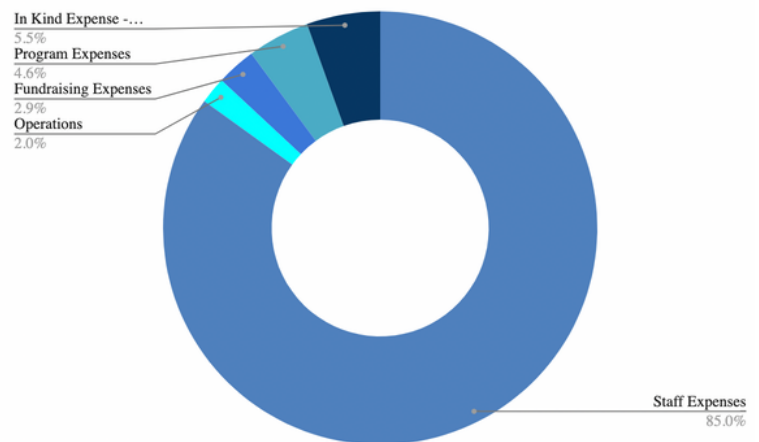
The North Shore Restorative Justice has grown substantially over the last five years and is now the largest restorative justice agency in the Province of British Columbia. Sioned has worked closely with the Board of Directors and NSRJ staff to manage expansion of operations and to plan for sustainable future growth.

NSRJ receives much of its funding from government sources, including the BC Gaming Grant and core funding from the three municipalities on the North Shore. Expenses continue to be primarily focused on salaries and staff expenditures, representing 85% of annual expenses.

REVENUE PERCENTAGE 2021



EXPENSE PERCENTAGE 2021



# 197%

Growth in operating budget since 2015

# COMMUNITY ENGAGEMENT

Furthering NSRJ's mission to build capacity and connectivity as a way to prevent and respond to conflict and crime, the staff team continued to cultivate opportunities for dialogue within the North Shore community. For example, NSRJ participated with the Resilience BC North Shore table which was tasked with developing community based responses to racism and hate-based incidents on the North Shore. We also formally began working with Tsleil-Waututh Nation's Outdoor School through the provision of weekly Circles and professional development for staff. In addition, the RJEI team partnered with the City of North Vancouver Library to host a number of decolonization workshops for youth.

As an organization committed to equity, dignity and justice, we are continually considering how our work intersects with current and ongoing harm experienced by the global majority. To help us dive deeper into these conversations and more thoroughly examine our potential and actual impacts, we began working with Kim Haxton, an Indigenous consultant. This complements our internal Equity Audit Committee which is primarily made up of volunteers with lived experiences who have been developing a tool that will be used to measure gaps in the organization as it relates to equity. This work should and will continue for as long as our organization exists.

We have been so fortunate to connect with many incredible community agencies that serve residents across the North Shore. This year marks a move for NSRJ from the 'Old' Delbrook Community Centre, into a new office at the Lions Gate Community Centre. We are so excited to be in community with some wonderful agencies!



# FUNDRAISING

In 2021 NSRJ participated again in the Scotiabank Charity Challenge, now for the sixth consecutive year. Due to COVID-19 the main event in Stanley Park was again cancelled, but we held our own walk starting and finishing at Waterfront Park in North Vancouver. Our Charity Challenge team, consisting of 16 volunteers and staff members, managed to collect \$20,001 which was a little less than the year before, but still a good result in view of the pandemic.

We would like to express our gratitude to both our fundraisers and donors. Should you be interested in joining our fundraising team in 2022 please contact us at: [info@nsrj.ca](mailto:info@nsrj.ca)

Again, due to the pandemic, we had to cancel our yearly gala, and instead we offered an online auction with many attractive prizes mainly donated by local businesses. We also hosted our first ever annual Transforming Lives Giving Campaign. The end-result for both of these activities was \$21,836, which was quite a bit more raised than in 2020. We are grateful to all the local businesses who donated, as well as our very generous and eager individual donors. The proceeds continue to support our programming.

Thanks also goes out to our Engagement Committee (staff and volunteers) who again spearheaded these two fundraisers during 2021.

*submitted by Engagement Committee Co-chairs Leah McIntyre and Eric Andersen*



## Volunteers support NSRJ through:

- restorative response facilitation
- sitting on various committees (including our engagement committee, equity audit committee, communications task force and HR committee)
- leading our social media communications
- training and coordination
- fundraising
- public speaking and delegations
- advocacy and stakeholder engagement





## 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  
Deep Cove Lions  
Province of British Columbia  
Edith Lando Foundation

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

# GET IN TOUCH

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