

# SAN DIEGO REGIONAL RESTORATIVE JUSTICE and RESTORATIVE PRACTICE SUMMIT

#sdrjsummit2016

Friday, February 26, 2016

Community Concourse, 202 C Street, San Diego



## VISION

**We will raise awareness about Restorative Justice and Restorative Practices and their advantages for our community including victims, offenders, and society.**

**We will encourage the use of restorative justice practices to repair harms and restore relationships, to build community, to reduce recidivism, to provide alternatives to prison, to support re-entry, to improve victim's experience in the justice system, and to save taxpayer dollars.**

**We will acknowledge that trauma-informed services are an integral part of this approach.**

**We will bring together community residents, victims, offenders, systems stakeholders, service providers, youth, adults, parents, faith and civic leaders, educators, law enforcement and criminal justice officers for learning and dialogue on how we move forward together.**

## PROGRAM

**7:00 – 8:00 Registration**

**8:00 – 9:30 Plenary Session**

**Welcome:** Dr. Susan Thomson Tschirn, Vice Chair, Human Relations Commission and Dr. Rodney Hood, Chair, Commission on Gang Prevention and Intervention

Introductions: Rev. Rickey Laster

**Opening Comments:** Mayor Kevin Faulconer (via video), District Attorney Bonnie Dumanis, Police Chief Shelley Zimmerman, Probation Chief Mack Jenkins, Health and Human Services Agency Director Nick Macchione, City Attorney Jan Goldsmith, Superintendent Cindy Marten, and Henry Coker, Public Defender of San Diego County

**Participants in a RJ Process Telling Their Story:** Panel facilitated by Diana Ross,  
Collaborative Director, Mid-City CAN

Introduction – Council President Pro Tem Marti Emerald

**Keynote Speaker** – Dr. Robert Ross, President & CEO, The California Endowment

Review of logistics: Dr. Danell Scarborough

**Summit Logistics:** workshop locations, evaluations, post-it stations, lunch arrangements,  
opportunity drawing

**9:30 – 9:45 Break: Networking, Post-it Stations**

**9:45 – 11:15 Workshop Sessions: Programs and Policies**

Select ONE to attend:

### **Community-based Programs**

Moderator: National Conflict Resolution Center (NCRC)

Mayte Benitez, Restorative Community Conference Specialist, NCRC

Restorative practices within the community range from harm prevention to intervention to restoration. The common thread is the community engagement, with an emphasis on relationships. Working restoratively within the community builds a “sense of community” and encourages mutual accountability for the welfare of community members. This panel includes a variety of community practitioners and the community members they work with restoratively, including - using circles for building trusting relationships with youth, community support for youth and their families in need, community supporters of victims of violence and harm, supportive developmental relationships with teenagers and young adults, dialogue processes between victims and offenders, and community conferencing to address harms. Panel includes:

Community Assistance Support Team (CAST) – Patty Allen

Opportunity Network – Lynn Sharpe Underwood

Project Aware – Reggie Washington

Restorative Community Conference Pilot Program – Francisco Carbajal

New Harvest - Pastor Jesus Sandoval

Youth Voice – Dana Brown

I Am My Brother’s Keeper – Hugh Muhammad

CA Conference on Equality & Justice - Robert Howard

### **School-based Programs: Implementing Restorative Practices**

Moderator: SD County Office of Education

Anthony Ceja, Student Support Services, County Office of Education

Participants will hear from school teachers, students, administrators, district staff, and community partners who are currently implementing Restorative Practices in schools. They will learn how schools have embraced restorative community building circles to shift school culture, peer mediation programs to involve student leaders in solutions, and restorative conferences to address high level conduct incidences to keep students in school while holding them accountable for their actions. Participants will also have an opportunity to experience a student led restorative community building circle. Panel includes:

Justine Darling, Restorative Practice Coordinator, National Conflict Resolution Center  
Felicia Singleton, Placement and Appeals Program Officer, San Diego Unified School District  
Charlene Smith, Principal, Monte Vista Elementary School, Vista Unified School District  
Phuong Pham, Senior, Crawford High School Law Academy  
Larissa Galeana, Senior, Crawford High School Law Academy  
Lori Williams, Teacher, Lincoln High School

**Anthony Ceja, Coordinator, San Diego County Office of Education**

Anthony has his Master's degree in Social Work and has served in the San Diego County Office of Education for 18 years providing gang and violence prevention services in schools. He is the Program Coordinator for the PASS AmeriCorps Program, a school-based mentoring program for at-risk students. He is a trainer in Restorative Practices and has been providing several trainings throughout San Diego County encouraging educators to transform education from a punitive to a restorative education model.

**Justine Darling, Restorative Practice Coordinator, National Conflict Resolution Center**

Darling is the Restorative Practices Coordinator for the National Conflict Resolution Center and supports school districts in transforming campus cultures and discipline practices to be more restorative and trauma informed. Before that, she helped create a restorative program at the University of San Diego. Darling received a BA in Psychology and a Masters in Peace and Justice Studies at the University of San Diego, with an emphasis in conflict resolution.

**Felicia Singleton, Office of Youth Advocacy Program Manager, SDUSD**

Felicia started her career in education as a teacher for 7 years and after obtaining her Master's Degree in Educational Counseling and Psychology, she was a school counselor for 10 years. After receiving her Administrative Credential she became a Vice Principal at ALBA (Alternative Learning for Behavior and Attitude), and then served as principal at the Mary McLeod Bethune K-8 School. Currently, Felicia serves as a Program Manager in the Office of Youth Advocacy in the San Diego Unified School District. She leads both the Placement and Appeals and School Attendance Review Board (SARB) departments.

**Charlene Smith, Principal, Monte Vista Elementary School, Vista Unified School District**

Charlene Smith serves as Principal of Monte Vista Elementary School. Prior to arriving at Monte Vista, she worked as a classroom teacher with students in kindergarten through fifth-grade and as a literacy coach. She has served as an educator for 21 years as a member of the dedicated educators in the Vista Unified School. Charlene provided site- and district-level staff development in language arts, instructional strategies, and Common Core State Standards. She received her bachelor's degree, multiple-subject teaching credential, master's degree, and administrative services credential from California State University, San Marcos. She is excited to continue her partnership with teachers, staff, and parents this year as Monte Vista enters its first year as a No Excuses University school and also implementing Restorative Practices school-wide.

**Lori Williams, Teacher, Lincoln High School, SDUSD**

Before becoming an educator, Lori worked as a Juvenile Probation Officer in Kansas City with a specialized case load and was the Liaison to the Department of Mental Health. Lori believes that the school plays a significant role in the school-to-prison pipeline and she is using restorative practices in her classroom on a daily basis to building trust and strong relationships with her students. Her classroom philosophy is that significant learning takes place when there is a significant relationship established.

**Phuong Pham, Senior, Crawford High School Law Academy, SDUSD**

Phuong is a senior at Crawford High School. She was born in Hanoi, Vietnam and has a brother who is two years older than her. Her family moved to the U.S. eight years ago and have lived in City Heights ever since. In her free time, she likes to listen to music and watch the History Channel. Her favorite part of school is being in a circle with her classmate's every day.

**Larissa Galeana, Senior, Crawford High School Law Academy, SDUSD**

Larissa is a senior at Crawford High School. She was born in Morelos, Mexico and was raised in San Diego most of her life. Her favorite hobby is crafting. She has a little brother who is 11 and an older sister who is 23 and has a whole family of 18. Her favorite part of school is being in the Crawford Law Academy.

**Criminal Justice System-based Programs for Juveniles**

Moderator: District Attorney's Office

Michele Linley, Chief Deputy District Attorney

This workshop consists of a panel of Juvenile Justice Partners who have been involved in the implementation of restorative community conferencing in the San Diego County Juvenile System. We will be discussing the creation, implementation and challenges associated with adding restorative practices into the Juvenile Justice system as well as the referral pathway between Juvenile Justice and restorative justice partners. Panel includes:

Judge Carolyn Caietti, Presiding Judge Juvenile Court

Lisa Weinreb, Assistant Chief of Juvenile Branch of the District Attorney's Office

Maryann Kotler, Deputy Public Defender, Public Defender's Office

Ruby Gonzalez, Probation Department

Jim Walsh, President, Restorative Justice Mediation Program

Sandra Rodriguez, Community Organizer, Mid-City CAN

**Maryann D'Addezio Kotler, Public Defenders Office**

Maryann Kotler has been a public defender for 24 years. She began her career as a deputy public defender with the Los Angeles Public Defender's Office. In 1993, she joined the San Diego Public Defender's office where she has worked in the misdemeanor and adult felony units. She then worked for 18 years in the juvenile delinquency division where she has represented minors in various delinquency matters, including fitness hearings, mental competency hearings, felony and misdemeanor adjudications, contested disposition hearings and dual (dependency/delinquency) jurisdiction matters. Ms. Kotler is a contributing author of California Juvenile Courts Practice and Procedure 2016 Edition. She has represented her office on the Mid-City Restorative Justice Pilot Project Advisory Board since August 2014. Additionally, Ms. Kotler is a member of The Lawyers Club and serves on the Human Trafficking Task Force subcommittee. She is a member of the San Diego County Bar Association and its Juvenile Law Section. She graduated from University of San Diego School of Law in 1991.

**Honorable Carolyn Marie Caietti**

Judge Carolyn Caietti is the Presiding Judge of the Juvenile Court San Diego, a position she has held since April, 2013. Previously she was Assistant Presiding Judge of Juvenile Court from 2011 through 2013. Judge Caietti was appointed to the bench in August 2006 by Governor Arnold Schwarzenegger. Her first assignment was misdemeanor arraignment court in East County. In January 2008 she was assigned to the Juvenile Court, Delinquency Division. She currently serves on the Family & Juvenile Law Advisory Committee to the Judicial Council,

Child Welfare Council, Co-Chair of Power of Democracy San Diego, Keeping Kids in School and Out of Court Initiative. She also serves on various San Diego Superior Court Committees. Judge Caietti graduated from the University Of San Diego School Of Law in 1986 and received her undergraduate degree, a B.B.A., in Business Economics from the University of San Diego, 1983. She practiced law 1986 through 2006 with an emphasis on torts and insurance law. Judge Caietti has received recognition for her work with youth by the Juvenile Justice Commission as well as the San Diego County Bar Association as “Outstanding Jurist of the Year.” She is a CJER instructor to state court judges in the area of Juvenile Delinquency. Judge Caietti frequently presents on juvenile justice issues at local schools and organizations. She is also active in the San Diego Superior Court’s “Justice 101” program for youth and parents, as well as “Passport to Life,” an Education and Career Exposition for Probation youth.

### **Michele Del Grande Linley**

Michele Linley is a San Diego County Deputy District Attorney and Chief of the El Cajon Division. She has been a prosecutor with the San Diego District Attorney’s Office for 28 years. She has been assigned to Superior Court, Insurance Fraud Division, South Bay Division, Complaints and Extraditions, and done a rotation at the Attorney General’s Office. She has also served as a Chief in Juvenile, Insurance Fraud and El Cajon. She spent almost 14 years in the Juvenile Division between her three different assignments to that branch.

Ms. Linley and her husband, Rupert Linley a retired Deputy District Attorney, were awarded a citizen of courage award in 2003 for the support they provided to a family of a crime victim. Ms. Linley also received an award from the Juvenile Justice Commission in 2013 for her service to juvenile justice. Ms. Linley graduated from San Diego State with a Political Science degree and received her JD from University of San Diego.

### **Ruby Gonzalez**

Ruby Gonzalez has a Bachelor’s Degree in Criminal Justice from San Diego State University. For the past 10 years she has been part of the San Diego County Probation Department. She started as a Correctional Deputy Probation Officer at Kearny Mesa Detention Facility. In 2007, she was promoted to Deputy Probation Officer (DPO) within Juvenile Field Services. As a DPO she was assigned to the Detention Control Unit (DCU) and Custody Intake Unit (CIU). While assigned to DCU she was one of five officers that oversaw the detention decisions of minors booked into Kearny Mesa Detention Facility. As a CIU officer she was responsible for setting up new intakes with Court hearings and writing a report with recommendations to the Court. She is currently a Senior Probation Officer and is the Juvenile Intake Screener for misdemeanors referrals referred to the Probation Department by law enforcement agencies throughout San Diego County and the District Attorney’s Office. When screening cases she reviews the referrals to see if the case is eligible for a Warning Letter, for the Restorative Justice through the City Heights Restorative Community Conference Program, for a Probation Diversion Contract, for Minor Offense Court, or if a Contest Notification needs to be filed with the District Attorney’s Office to start Court proceedings.

### **Lisa Weinreb**

Lisa Weinreb is a Deputy District Attorney in San Diego County and is currently the Assistant Chief of the Juvenile Branch of the District Attorney’s Office. She has been a prosecutor for 23 years and has worked in the area of child abuse, domestic violence, gang prosecution, insurance fraud and juvenile law.

Ms. Weinreb is an adjunct Professor at California Western School of Law where she teaches Trial Practice, Advanced Criminal Prosecution, White Collar Crime and Culture & the Criminal

Justice System. Ms. Weinreb has instructed for the California District Attorneys Association, the National Institute for Trial Advocacy and the National District Attorneys Association. Ms. Weinreb received her Bachelors degree from the University of Texas at Austin and her Juris Doctor from California Western School of Law and is a co-founder and board member of the International Bipolar Foundation and a board member of Mental Health America.

### **Jim Walsh**

Deacon Jim Walsh is the President of the non-profit Restorative Justice Mediation Program, Inc. in San Diego and the Restorative Justice Program Director in the Office for Social Ministry of the Roman Catholic Diocese of San Diego. In this capacity he supervises victim support, supervises support to friends and families of the incarcerated, coordinates victim/offender reconciliation, coordinates over 350 Catholic Detention Ministry Volunteers who serve in 27 jails and prison facilities in the diocese, with an inmate population of over 25,000, serves the San Diego Sheriff's and Probation Departments as Catholic chaplain and volunteer Coordinator, and heads the Catholic Jail Chaplain formation program for lay volunteer jail chaplains. Deacon Walsh spent 25 years in the corporate world as a senior executive, 10 of those years in the entertainment industry. He was ordained a Roman Catholic permanent deacon in June, 2006.

## **Criminal Justice System-based Programs for Adults**

Moderator: Restorative Justice Mediation Program (RJMP)

Mary Acosta, Program Manager, RJMP

A common misconception about restorative justice is that it is a rehabilitation program that is suitable only for juvenile offenders. This fails to recognize that the main thrust of restorative justice is empowering and including crime victims (and others affected) to address their needs as they see them. Certainly, the offender's need for rehabilitation and the community's need to see that occur are a part of restorative justice as well. This panel will explore various RJ programs currently being offered in San Diego to criminal justice system-involved adults, their victims and the community at large. Panelists include:

Jamie Ledezma, Chief Deputy, San Diego City Attorney's Office, "Community Court Programs and Alternative Sentencing Options"

Dr. Jack Hamlin, Lead Trainer and Mediator, RJMP, "Victim Offender Dialogue: Hope for Healing and Forgiveness"

Dwayne Harmon, Community Advocate and VOEG Facilitator, "Victim Offender Education Groups: Learning Empathy and Exploring the Root Causes of Harm While in Prison"

Summer Stephan, Chief Deputy, San Diego County District Attorney's Office, "Victim Assistance and Advocacy Services"

### **Jamie Ledezma**

Chief Deputy Jamie Ledezma is currently charged with leading the Neighborhood Prosecution Unit of the San Diego City Attorney's Office. Her team of deputy city attorney's primary responsibility is to work in partnership with local law enforcement agencies including the San Diego Police Department, the community, and external stakeholders to creatively address and aggressively prosecute crimes that impact the quality of life such as trespassing, graffiti, prostitution, alcohol and drug offenses, and illegal lodging. With misdemeanors being the majority of the crimes committed within the City of San Diego, these types of offenses impact residents and business owners on a daily basis. The NPU's goals are to improve the quality of life in targeted neighborhoods and hold offenders accountable to both the criminal justice system

and the community by integrating restorative justice principles through alternative sentencing programs. These programs include San Diego Community Court, Beach Area Community Court, the Prostitution Impact Panel, and Survivors of the Streets.

### **Jack Hamlin**

Dr. Hamlin holds degrees in Sociology and Psychology from San Diego State University, a Master's degree in Forensic Sciences from National University and a Juris Doctorate from the University of San Diego, School of Law. After a career which included psychological research for the Center for Prisoner of War Studies in the 70's, Law Enforcement in the 80's, a trial lawyer from the late 80's, and Judge Pro Tem in the San Diego County Superior Court, Family Branch, he began his final career path, teaching in 2003. As an Associate Professor and Program Director for the Alternative Dispute Resolution program at National University he has lectured internationally regarding conflict transformation and restorative justice. For the past eight years, Jack has been a senior mediator and instructor for the San Diego Restorative Justice Mediation Program. He facilitates one on one victim-offender mediations and large scale community forums. Dr. Hamlin continues to integrate his Catholic faith and studies in Taoism and Buddhism in developing conflict transformation theory and practices.

### **Dwayne Harmon**

Dwayne Harmon is a college graduate who obtained his bachelor's degree in Organizational Management. Presently, he's a facilitator of a Victim Offender Education Group (VOEG) in RJ Donovan State Prison in San Diego. As a community activist, Dwayne has planned, organized, and hosted a San Diego Town Hall Meeting, and is a community leader for San Diego Organizing Project (SDOP). Dwayne is also an experienced creative writer, photographer, and videographer.

### **Summer Stephan**

Summer Stephan is a career prosecutor who has served as a Deputy District Attorney in San Diego County for over 25 years, rising through the ranks to appointments including Chief of the North County Branch and Chief of the Sex Crimes and Human Trafficking Division. In 2012, District Attorney Bonnie Dumanis appointed Summer as Chief Deputy District Attorney. As a trial prosecutor, she tried over 100 jury trials, including sexually based and special circumstance homicides, sexually violent predators, child molestation, sexual assault, child abuse, school shooting, and human trafficking related cases.

Summer is the recipient of numerous local, state and federal awards, including an FBI commendation for organized crime prosecution and The Outstanding Achievement and Chuck Nickel Awards for professional excellence and statewide impact in public safety by the San Diego County Deputy District Attorneys Association. Summer was also recently named Angel of Anti-Human Trafficking by the Bilateral Safety Corridor Coalition. Summer is the recipient of a 2014 commendation by Mayor Kevin Faulconer as Commission Partner for creating positive change in the community. She is also the recipient of the Response with a Heart award by the Sexual Assault Response Team. Summer received her Bachelor of Arts degree from the University of California at Davis and her Juris Doctor from the University of the Pacific, McGeorge School of Law. She completed the "Driving Government Performance" Executive Education Course at the Harvard, Kennedy School of Government.

**11:15 – 11:45 Plenary Session:  
Food Service**

**11:45 – 11:50** Introduction – Rosa Ana Lozada, Executive Director, Harmonium, Past Chair Commission on Gang Prevention and Intervention

**11:50 – 12:20 Keynote speaker** – Jane Stevens, Founder/Publisher, ACEsConnection, ACEsTooHigh  
How the new research about the consequences of ACEs (adverse childhood experiences) strengthens our implementation of restorative practices, and how communities are intertwining the two approaches to prevent childhood adversity and to develop systems that stop traumatizing already traumatized people.

**Jane Ellen Stevens**

Jane Stevens is founder and editor of ACEsTooHigh.com, a news site for the general public, and its accompanying community-of-practice social network. ACEsConnection.com. The sites focus on the research, policy, and practice of adverse childhood experiences. They are supported by the Robert Wood Johnson Foundation and The California Endowment.

Stevens has been a newspaper and magazine journalist, focusing on health, science, and technology for 30 years. Her articles have appeared in the Boston Globe, the New York Times, the Washington Post, the Los Angeles Times and National Geographic. She has taught at the University of California Berkeley Graduate School of Journalism, and consulted with news organizations that are making a transition to digital journalism.

For several years, she specialized in reporting about violence epidemiology. She began reporting about the ACE Study and related research in 2005.

She has lived and worked in Kenya and Indonesia, and has been to Antarctica – in the winter -- three times on reporting fellowships. She is the recipient of several fellowships – including the Knight-McCormick Leadership Institute Fellowship and the Reynolds Journalism Fellowship. She is on the advisory board for [ReportingonHealth.org](http://ReportingonHealth.org), a site for the California Endowment Health Journalism Fellowships; a member of the National Association of Science Writers; Journalism and Women Symposium; and the Online News Association.

**12:20 – 12:30 Break: Shift to workshops**

**12:30 -1:15 Workshop Sessions: Skills and Strategies**

Select ONE to attend.

**1. RJ 101- Introduction to Restorative Justice – conducted in English**

Mary Acosta, Program Manager, Restorative Justice Mediation Program

Jim Walsh, President, Restorative Justice Mediation Program

Restorative Justice is an effective approach to criminal justice that is gaining acceptance and support by community groups and criminal justice professionals across the country and the world. What exactly is Restorative Justice and why should we embrace it? This workshop will examine the definition of Restorative Justice and explore its historical and spiritual roots, highlight the benefits of using RJ for all those affected by a criminal act, explain the key values that characterize RJ programs, and consider some of the most promising models of RJ practiced today. Restorative practices in fields outside the criminal justice system will also be introduced.

**Jim Walsh**

Deacon Jim Walsh is the President of the non-profit Restorative Justice Mediation Program, Inc. in San Diego and the Restorative Justice Program Director in the Office for Social Ministry of



the Roman Catholic Diocese of San Diego. In this capacity he supervises victim support, supervises support to friends and families of the incarcerated, coordinates victim/offender reconciliation, coordinates over 350 Catholic Detention Ministry Volunteers who serve in 27 jails and prison facilities in the diocese, with an inmate population of over 25,000, serves the San Diego Sheriff's and Probation Departments as Catholic chaplain and volunteer Coordinator, and heads the Catholic Jail Chaplain formation program for lay volunteer jail chaplains. Deacon Walsh spent 25 years in the corporate world as a senior executive, 10 of those years in the entertainment industry. He was ordained a Roman Catholic permanent deacon in June, 2006.

## **RJ 101-Introducción a la Justicia Restaurativa**

Mary Acosta, Programa de Mediación de Justicia Restaurativa

La Justicia Restaurativa es un marco eficaz para el sistema de justicia penal que está ganando aceptación y apoyo de grupos comunitarios y profesionales de la justicia penal en todo el país y el mundo. ¿Qué es la justicia restaurativa y por qué deberíamos aceptarlo? Este taller examinará la definición de justicia restaurativa y explorar sus raíces históricas y espirituales, resaltar los beneficios de usar JR para todas las partes interesadas, explicar los valores que caracterizan a programas de JR y considerar algunos de los modelos más prometedores de JR practicado hoy. También se introducirán prácticas restaurativas en campos fuera del sistema de justicia penal.

## **2. Trauma-Informed /Restorative Practices School - Cherokee Point Elementary**

Co-Presenters: Godwin Higa, Principal

Alejandra Echeverria

Elizabeth Gonzalez

Edith Lopez

Carmen Rodriguez

Dana Brown, Southern California Coordinator for ACES Connection

Audrey Hokoda, Professor, San Diego State University

School suspension does not change student behavior for the better. It also does nothing to help kids who are acting out because of toxic stress, the kind of stress that comes from chronic exposure to trauma and adverse experiences like abuse, neglect and household dysfunction.

We cannot continue to be punitive in educational settings. Instead of asking “what’s wrong with you?” we need to ask “what’s happened to you?”, “what is happening at home, in your family?” Teachers and staff in trauma informed schools come from a point of compassion, look at the whole child, treat the child with respect, and help them with whatever they need. Schools with this philosophy offer students and families a culture of care and safety, a sense of belonging, and a positive school climate. Attendees will:

- Identify the effects of toxic stress in the developing brains and bodies of kids and how it can be exhibited in students
- Discuss the philosophy and components offered in a Trauma Informed School
- Explore how a school can build an environment for parents and children that facilitates communication and support, and promotes parent engagement
- Discover methods that support and promote trauma informed restorative practices for students and parents.

## **3. Influencing Systems Change**

Dennis Doyle, Executive Director, The CoTA Project and State Performance Plan Technical Assistance Facilitator  
Dr. Joe Fulcher, Assistant Superintendent, Sweetwater School District  
Dr. Geoff R. Twitchell, Treatment Director, County of San Diego Probation Department  
Vanessa Peters, Program Manager, San Diego Unified School District, Office of Children and Youth in Transition

The philosophical underpinnings of Restorative Justice call for new ways of thinking about complex social problems that challenge organizations to undertake large-scale systemic change. Agencies and districts need stakeholder engagement and buy-in, active and visible commitment of leadership, depth of understanding, time, and structures to support sustained change and ongoing support.

Changing the historically rooted and predictable practices of the individuals and units that make up systems requires vision, planning, and an analysis of organizational readiness and knowledge of the dynamics inherent in the group's mechanisms of change. Purposeful attention to process can create a new culture that will impact both implementation and milestone measures of success. While there is no formula for systems change, learning from the experiences of others can inform all of our efforts whether at beginning or advanced stages.

This session will provide opportunities for participants to interact with colleagues, discuss current efforts, and learn from each other's experiences as we adopt Restorative Justice and Restorative and Trauma Informed Practices in our organizations, agencies, districts and community-based institutions.

#### **4. Probation: Bringing It All Together**

Christine Prue, Supervising Probation Officer, San Diego County Probation  
Karla Baxter, Deputy Probation Officer  
Matilde Casas, Supervising Probation Officer  
Ruby Gonzalez, Senior Probation Officer

The San Diego County Probation Department acts as an arm of the courts to provide investigative and supervisory services to offenders and those placed on probation. The Department has a two-fold objective; provide protection for the community and rehabilitate the offender. It accomplishes this through a wide variety of outreach programs.

Part of the Mission of the Probation Department is to assist victims through offender rehabilitation and accountability. Probation contacts crime victims and strives to convey to the victims that they are important and that Probation wants to do everything possible to make them whole again and facilitate the healing process. Officers remain in contact with victims and inquire as to their willingness to participate in the Restorative Justice program. In this workshop we will discuss the importance of the restorative justice process and how the diverse interests of the victim, offender, community, law enforcement and courts can come together to raise awareness and encourage the use of Restorative Justice practices. In addition, we will discuss probation's role in linking the offender and family to community based rehabilitative services.

**Karla Baxter** has been employed with the County of San Diego for 12 years. She was initially an Eligibility Technician with the Health and Human Services Agency and was also an Emergency Services Dispatcher with the Sheriff's Department before eventually making her home with the Probation Department as a Deputy Probation Officer. While with the Probation Department she has held assignments under Intake and Investigation as an Investigator, under

Supervision with Juvenile Drug Court and currently as a Juvenile Court Officer. A Court Officer is a Probation liaison between the Court, the District Attorney and the Public Defenders. Her current position requires her to be in Court every day and is assigned to a specific department and Judge. She works collaboratively with a variety of judicial partners and is knowledgeable about every aspect of Juvenile Court and Probation programming and services. Karla has two bachelor degrees in Political Science and Sociology from UCLA.

**Matilde Casas** is a 20 year veteran with the SD County Probation Department. In her current assignment she oversees the Department's Adult Field Services DUI Unit and manages a half million dollar grant offered by the Office of Traffic Safety. For the past year and a half, she and her unit piloted the Restorative Justice Mediation Program with DUI with injury Offenders and their victims. Although, the program processes were not prototypical, the video being presented today represents the desired outcome and success of this program.

**Ruby Gonzalez** has a Bachelor's Degree in Criminal Justice from San Diego State University. For the past 10 years she has been part of the San Diego County Probation Department. She started as a Correctional Deputy Probation Officer at Kearny Mesa Detention Facility. In 2007, she was promoted to Deputy Probation Officer (DPO) within Juvenile Field Services. As a DPO she was assigned to the Detention Control Unit (DCU) and Custody Intake Unit (CIU). While assigned to DCU she was one of five officers that oversaw the detention decisions of minors booked into Kearny Mesa Detention Facility. As a CIU officer she was responsible for setting up new intakes with Court hearings and writing a report with recommendations to the Court. She is currently a Senior Probation Officer and is the Juvenile Intake Screener for misdemeanors referrals referred to the Probation Department by law enforcement agencies throughout San Diego County and the District Attorney's Office. When screening cases she reviews the referrals to see if the case is eligible for a Warning Letter, for the Restorative Justice through the City Heights Restorative Community Conference Program, for a Probation Diversion Contract, for Minor Offense Court, or if a Contest Notification needs to be filed with the District Attorney's Office to start Court proceedings.

## **5. Defining and Measuring Success (indicators, metrics, data, outcomes)**

Dr. Cynthia Burke, Applied Research Division, SANDAG

Sandy Keaton, Applied Research Division SANDAG

Aman Sandhu, Health Impact Researcher, Mid-City CAN

Evaluation is key to successful interventions. Conducting a needs assessment helps us know if the issues we think are most important to address are the ones the target community also view as most urgent, establish baselines for measuring progress, and ensuring the target population has a voice in the programming. Doing gap analyses help us identify needs that exist and resources that can be used to address them. Measuring fidelity is crucial to understand if an effort is being implemented in the way it was intended so we can better predict if the outcomes we hope can be achieved. Clearly defining what our outcomes are can align all partners' efforts and help track success in real time. Making the effort to know what one is comparing outcomes to (e.g., over time, across different groups) helps one know if an effort is making a difference. Ensuring that all populations affected are included in measures ensures that feedback is not biased regarding implementation or outcomes. Quantifying costs and outcomes helps everyone determine if investing in one effort over another is the best use of limited resources. And quantifying need and measuring success are all necessary if one wants to seek additional resources to support efforts that can make a positive difference in our communities.

As part of this session, a panel of real-world researchers/practitioners will share their experiences regarding “Evaluation 101”, including the challenges, benefits, and tips they have learned from working directly with educators, the community, youth and adults in the community, service providers, and public agency stakeholders in documenting need, conducting process and impact evaluations, and utilizing a variety of creative methods and measures to answer questions about if what we are doing makes a difference in the short and long term.

### **Dr. Cynthia Burke**

Dr. Cynthia Burke is the Director of SANDAG’s Criminal Justice Research Division and has been with the agency since 1992. SANDAG is San Diego County’s regional planning agency, and the Criminal Justice Research Division, in addition to serving as the local clearinghouse for justice information, also conducts independent project evaluations throughout the region. A few of her Division’s larger projects include conducting interviews with arrestees about their drug use history, an effectiveness study of local juvenile institutions, and an evaluation of a local prisoner reentry project. Dr. Burke received her Ph.D. in Experimental Psychology from UCSD in 1998. She is a past President of the Western Society of Criminology, serves on the San Diego County Juvenile Justice Commission, and is an active member of the National Institute of Justice Community Corrections Research Network. In 2006, she was recognized by the American Probation and Parole Association as “researcher of the year” for her contributions to the field of corrections. The research conducted by Dr. Burke and her Division is highly valued by practitioners and policy makers to inform their decisions about what works to prevent crime and improve the quality of life in the San Diego region.

## **6. The Circle Process**

Dr. Jack Hamlin, National University

Dr. Dan Stacy, Circles4Change/City College

The Circle Process, also known as Talking Circles or Peace Circles, are historically found in one form or another in almost all cultures and have been effectively used in conflict transformation for centuries. In North America, First Nations are recognized as having kept the tradition alive, which is experiencing a “rediscovery” in the Western-Anglo world. The focus of the process is on the interconnectedness of community through active listening, participation and respect. Calling on the tradition of listening to each other by utilizing a talking piece, a meaningful object passed around the circle allowing only the individual holding the piece to reflect and discuss the issue at hand. Modern cultural expectations, such as inclusivity and equality, are combined with age-old techniques to create new conflict resolution processes that support multidimensional, culturally diverse, and ever-changing present-day conflicts. The implications of the Circle Process range from schoolyard disputes to working toward community involvement in addressing such issues as homelessness and gang violence.

This workshop will give participants an overview of the process and an opportunity to engage in a “practice” circle in an effort to teach process fundamentals and experience the process benefits.

**Daniel Stacy, Ph.D.** is committed to helping others appreciate the importance and profound effect that perceptions and communication hold in one’s relationships. “Building relationships by changing perceptions” is the cornerstone of Circles 4 Change – a non-profit he co-founded, that recognizes and addresses the issues our youth face, and provides the personal awareness and relationship-building skills necessary for change. An advocate for youth, Dan’s efforts have included his two-terms as a School Board Trustee for a K-12 school district, an Adjunct Faculty member for San Diego City College and San Diego State University, developing and facilitating

programs for incarcerated youth in San Diego's juvenile institutions and holding life skills groups for highly at-risk youth in their home communities. He believes through sharing what we hold, connections and possibilities for youth are created.

**1:30 – 2:15 Workshop Sessions: Skills and Strategies (45 min)**

Select ONE to attend:

- 1. RJ 101-Introducción a la Justicia Restaurativa – en Español**
- 2. Trauma-Informed/Restorative Practices School**
- 3. Influencing Systems Change**
- 4. Probation: Bringing It All Together**
- 5. Defining and Measuring Success**
- 6. The Circle Process**

**2:15 – 2:30 Break: Networking, Asset Map, Post-it Stations**

**2:30 – 3:15 Plenary Session: Call to Action – Moving RJ/RP Forward in San Diego**

Looking Forward: Bridget Lambert, National Conflict Resolution Center

**Action Circles**

Participants will join small think tank groups to underscore learning and note actions needed to move forward – personal and system focused. A facilitator will be assigned to each table.

**3:15 – 3:30 Closing Comments: Thank You, Next Steps, and Evaluations  
Opportunity Drawing**

**3:30 Adjourn**