

THEORY OF CHANGE

INTENDED IMPACT:	qCJ Vision	
SKILLS, CAPABILITIES, EXPERTISE:	ADDITIONAL ACTORS:	
<ul style="list-style-type: none"> • A knowledgeable and committed base of volunteers • Strong community partnerships 	Lift and other community partners, RCMP, Crown Counsel, qCJ Volunteers,	

WHO & WHERE?	HOW?				WHAT?
	APPROACHES	LINKAGES	ESSENTIAL ACTIVITIES	CONTRIBUTION TO INTENDED IMPACT	
People impacted by crime and conflict. Entire community of qathet.	Just and equitable RJ processes.	Equitable access to our services along with a strong suitability process will increase referrals and use of RJ due to high success rates & testimonials.	<ul style="list-style-type: none"> • Restorative Justice Circles (criminal & non-criminal) • Building strong base of volunteers • Diversion for vulnerable populations • Strong suitability process 	RJ will become primary means for conflict resolution and low-level crime reparations in the community.	<ul style="list-style-type: none"> • Contributing to the reparation, healing and growth after conflict and crime. • Increased community capacity for Restorative dialogue. • Contributing to a sense of community belonging, safety and connection.
	Training & Education for volunteers and larger community	Members of community will be equipped to handle and resolve conflict through RJ processes in their personal lives and workplaces.	<ul style="list-style-type: none"> • Annual volunteer training sessions • Community workshops & training opportunities • Youth & teacher training 	Peaceful discussion over tense & sensitive subjects and healthy conflict resolution will be used throughout the community, contributing to a culture of accountability, healing and belonging.	
	Collaboration, Outreach & Events	Events will bring together diverse members of the community.	<ul style="list-style-type: none"> • Community Circle discussion events • DEI Collaborative Events • Youth-led events • Attending conferences 	Community DEI events and community Circles can break down barriers between members in the community and contribute to feelings of connection and belonging.	

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INTENDED IMPACT:	Youth Restorative Action	
SKILLS, CAPABILITIES, EXPERTISE:	ADDITIONAL ACTORS:	
<ul style="list-style-type: none"> • A partnership with SD47 and Brooks Secondary • A committee of committed and enthusiastic youth • Experienced RJ staff to oversee program 	SD47 board, trustees, MCFD, RCMP community policing officer, teachers/staff at schools, parents	

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Youth 5-18 Prioritizing youth leadership 13-18 SD47 Prioritizing Brooks	Build collaborative partnerships	Partnering with other organizations and programs within the community will contribute to raising our visibility through networking and shared events.	<ul style="list-style-type: none"> • Presentations • Shared events • Joint meetings 	Presentations and events will educate the community on the benefits of RJ and Circle practices.	<ul style="list-style-type: none"> • Contribute to a school culture & wider community environment that values safety, growth, accountability and support. • Advocate for schools & community to move away from punishment & retribution to accountability & restoration. • Mentor & support youth in RJ, building up a base of young leaders.
	Increase Community Visibility	Increasing our visibility in the community will draw in more youth and community supporters into the program. Will also increase referrals & the use of RJ practices in resolving conflict.	<ul style="list-style-type: none"> • Social media • Youth presentations • Public events/dialogue Circles • Public presentations 	As more people learn about the benefits of RJ & Circle, the process can be utilized throughout the community.	
	Training & Education for Youth	Youth will be equipped to handle and resolve conflict through RJ processes.	<ul style="list-style-type: none"> • Annual youth training • Mentorship program 	Training youth in RJ practices will equip them in useful communication & conflict skills that they can then take with them into the community, relationships and workplaces.	

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INTENDED IMPACT:	Community Buy-in and Culture Shift	
SKILLS, CAPABILITIES, EXPERTISE:	ADDITIONAL ACTORS:	
<ul style="list-style-type: none"> We have: a public-facing office space; a training manual & program. qCJ members with skills & interest in facilitating community Circle discussions. 		

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Community organizations and partnerships qathet	A drop-in space for meetings & community gathering.	This will give the qCJ team space to meet with each other and community members/partners, and provide a calm and comfortable environment for Circle participants.	<ul style="list-style-type: none"> Furnish & decorate office space. 	This will give the qCJ team space to meet with each other and community members/partners, and provide a calm and comfortable environment for Circle participants.	<ul style="list-style-type: none"> Contribute to a cultural shift that values a community of connection, safety, belonging, accountability and growth. Support a community that sees conflict as an opportunity.
	Community events and Discussion Circles.	Provides space for diverse community members to engage in peaceful, respectful dialogue about topics that matter to them, and advocate for diversity & inclusion in the community.	<ul style="list-style-type: none"> Hold Peace Talks. RJ representative at town meetings to advocate for vulnerable people & facilitate peaceful conversation. Support & fund DEI events 	Contribute to a more engaged and connected community that sees conflict of opinion as a way to listen deeply to each other and find common ground.	
	Community education, outreach and training.	Members of community will be equipped to handle and resolve conflict through RJ processes in their personal lives and workplaces.	<ul style="list-style-type: none"> Have free, condensed training/workshop open to community. 	Peaceful discussion over tense & sensitive subjects and healthy conflict resolution will be used throughout the community, contributing to a culture of accountability, healing and belonging.	

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INTENDED IMPACT:	Sustainable Resources	
SKILLS, CAPABILITIES, EXPERTISE:	ADDITIONAL ACTORS:	
	Potential donors, volunteers, community organizations	

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qathet Community Justice Donors	Charity Status	This will open more doors for potential funders.	<ul style="list-style-type: none"> Apply for charity status. Partner with consistent donors. 	Provides more consistent funding.	<ul style="list-style-type: none"> Consistent funding. Strength & resilience of qCJ. Strong and capable network of volunteers.
	Building up a large, diverse and skilled volunteer base.	This will assure the continuation of qCJ regardless of funding.	<ul style="list-style-type: none"> Regular volunteer appreciation. Training opportunities. 	qCJ will be able to provide high-quality & thorough RJ services to the community without having to rely on funding as heavily.	
	Provide paid-for training & conflict resolution (for those who are able)?		<ul style="list-style-type: none"> Provide workshops/training for organizations. Sliding scale public referrals. 		

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INTENDED IMPACT:	Decolonization of Practice	
SKILLS, CAPABILITIES, EXPERTISE:	ADDITIONAL ACTORS:	
	Tla'amin Nation,	

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qCJ staff and volunteers Internal	Build relationships with Indigenous people in qathet.				<ul style="list-style-type: none"> • Organization is human & heart-centered. • Involvement, support and collaboration with Indigenous people in qCJ. • Create culturally safe services for Indigenous & racialized people.
	Receive more referrals directly through community before Criminal Justice System involvement.	Diversion of vulnerable and/or racialized people & youth from Criminal Justice System.	Advertise our services and referral process.	Less community reliance on court system. RJ will be the preferred alternative to dealing with conflict and crime.	
	DEI work, events and collaboration.		Advertise our willingness to collab.		