

qathet  
**COMMUNITY  
JUSTICE**



# Annual Report

2021-22

We gratefully acknowledge that our work takes place on the homelands and territories of the Tla'amin People. We honour the land, the Tla'amin People and their treaty, and continually seek to strengthen our relationship and responsibilities to them as guests in the territory.

## OUR VISION

A welcoming community where all people feel safe and respected. Where we are all committed to working together towards justice and inclusion.

## OUR MISSION

To bring communities together in relationships of trust and restore relationships where conflict or crime has caused harm.

## OUR VALUES

### Respect

We celebrate diversity and believe each person deserves to be treated with dignity. We focus on creating environments where every person feels heard, valued and included.

### Responsibility

We believe both individuals and communities have a responsibility to protect the safety of all and take action to hold one another accountable when people's safety or well-being has been violated.

### Collaboration

We value the collective wisdom that emerges when people come together to resolve challenges by listening, learning from and building upon one another's perspectives.

## OUR WORK



**Restorative Justice (RJ) Casework**

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**Community Training & Events**

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**Youth Restorative Action (YRA)**

p.7



**Anti-Racism & Equity Projects**

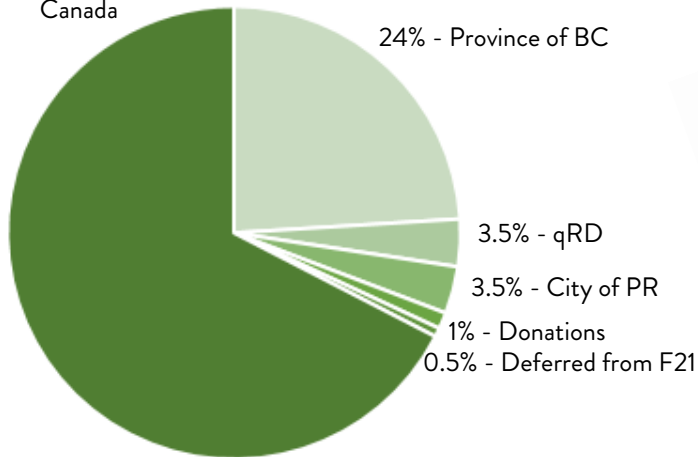
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# AT A GLANCE



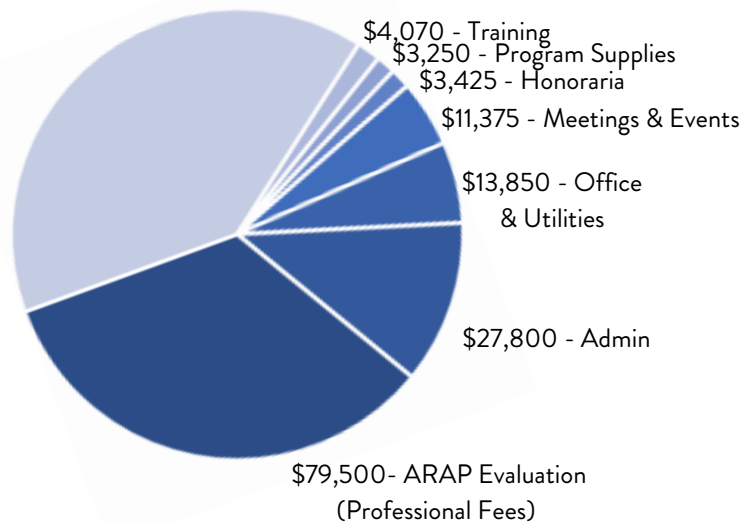
## REVENUE

67.5% - Government of Canada



## EXPENSES

\$94,000 - Staff Salaries



## STRATEGIC PLANNING



### Strategic Planning

- Clarify Vision (Spring 2021)
- Generate Options (Fall 2021)
- Decide (Winter 2022)

### Operational Planning

We are here!

### Governance Planning (Winter 2023)

A HUGE thank you to Stu Clark for guiding us through our strategic planning journey. You and Lift Admin have been FANTASTIC support for qCJ this year!

## THIS YEAR...

800+

people were impacted by our programs, workshops and communications.

32

qCJ volunteers contributed over 1,000 hours providing restorative justice services to our community.

25%

of our average annual budget is donated volunteer labour!

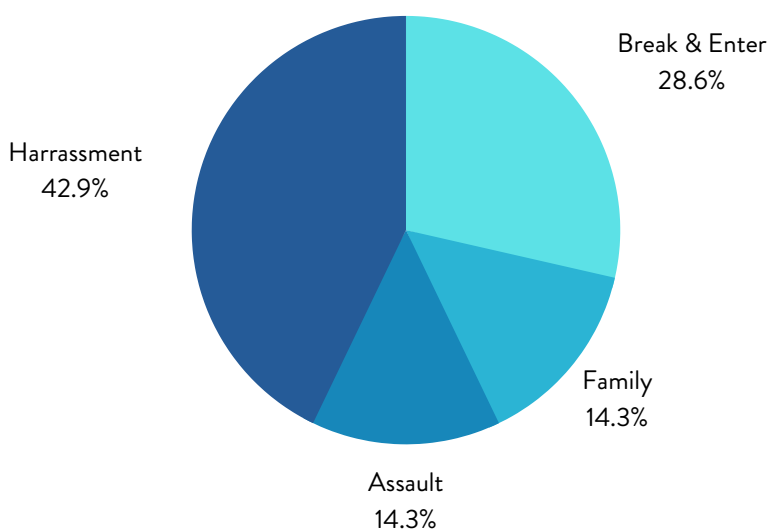


# RESTORATIVE JUSTICE (RJ) CASEWORK

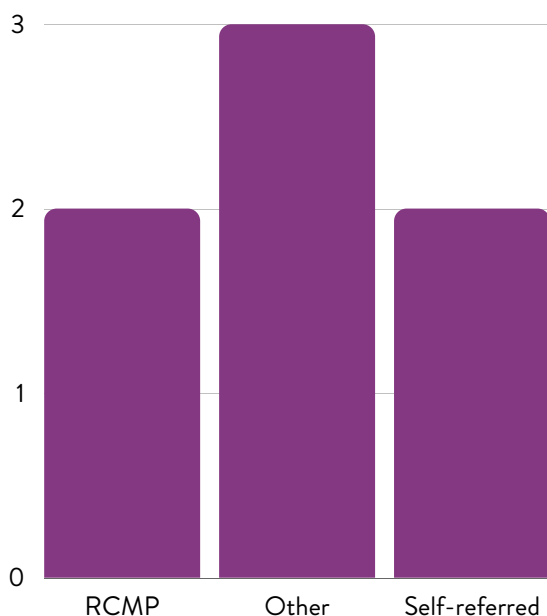
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## REFERRALS

### NATURE



### SOURCES



32

## RJ PARTICIPANTS

10 RESPONSIBLE PARTIES

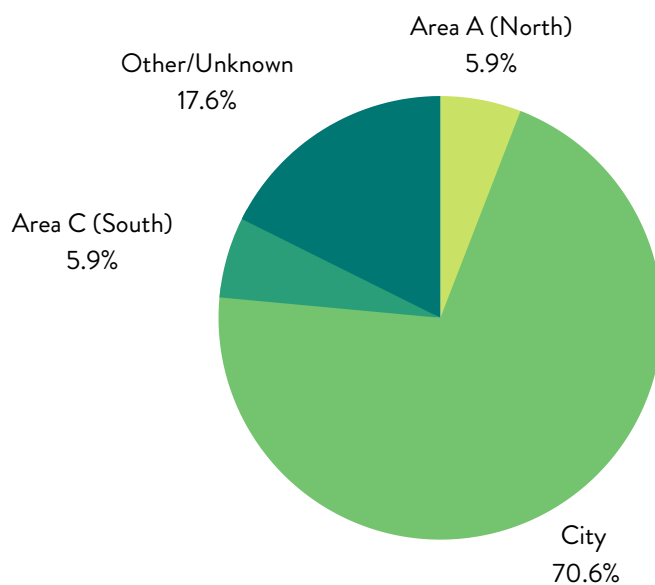
7 AFFECTED PARTIES

15 FAMILY, FRIENDS &  
SUPPORTERS

### AGE of RESPONSIBLE/ AFFECTED

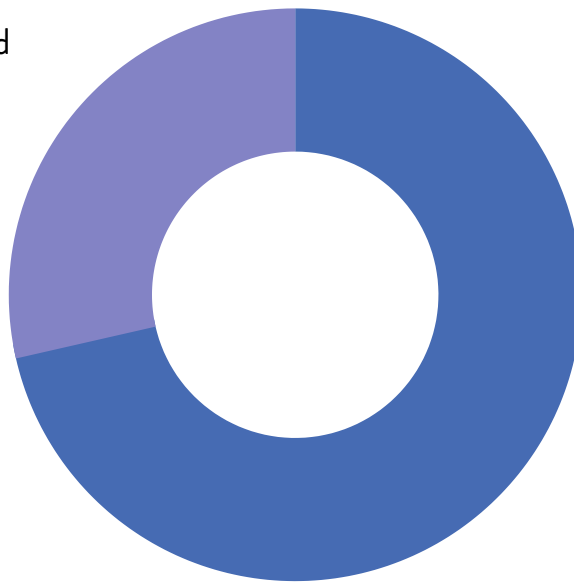


### PARTICIPANT AREA



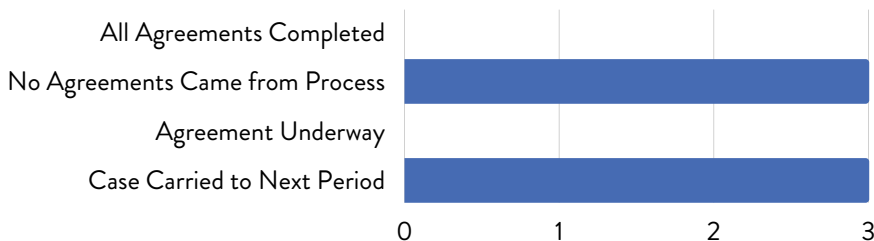
# RJ CASEWORK OUTCOMES

Did Not Proceed  
28.6%



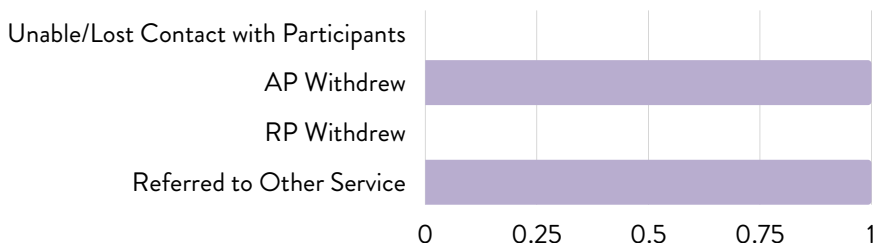
Proceeded  
71.4%

## PROCEEDED



\*Cases that did not proceed still involve a significant amount of work, including participant conversations and meetings to discuss the option of RJ and the harm, referral liaising, caseworker administration and data collection, and initial preparations if the process began.

## DID NOT PROCEED



"My community justice experience was interactive, thoughtful and cooperative. It was good for me personally and professionally...(the qCJ team) took the time to explain the details and the process." - Affected Party, Neighbourhood Dispute

Community Justice "beats the crap out of mainstream institutions...It felt fair and it was good to hear people take some ownership for their actions." - Participant, Criminal Dispute

"The Resolution Agreement was absolutely fair and justice was done. I would be very comfortable doing it again." (Affected Party, Criminal Dispute)





# COMMUNITY TRAINING & EVENTS

**11** NEW VOLUNTEER CASEWORKERS TRAINED  
**75** YOUTH PARTICIPANTS IN WORKSHOPS  
**4** LAW STUDENTS CONDUCTED RESEARCH PROJECTS  
**A lot!** of CONSULTATIONS!

## A SAMPLE...

- Volunteer Caseworker Training
- Bladerunners Workshop
- Pro Bono Law Students Project Support
- RJABC Listening Project
- VIRRJA Engagement
- Canadian Bar Association Consultations
- Courthouse Libraries Consultations
- RCMP Presentations
- Intro to RJ Sessions
- Partner Engagement



Community Dialogue Circle on Climate Justice, Sept 2021  
 Youth Facilitated!

## TESTIMONIALS...

"I really loved it when they brought in real life examples...(I) totally recognized that they had this breadth of experience. Those stories helped contextualize everything." (Training Participant)

"It was well-planned, inclusive and informative. The experiential learning component helped me to better understand the process of the Circle." (Training Participant)

"I have to repeat that I wish I had had the training in my twenties since I have been in so many group situations that degenerated into unproductive and bad feelings." (Training Participant)



Mentor Jane with new recruit, Candace  
 Roleplay Training, Mar 2022



# YOUTH RESTORATIVE ACTION

## THE GAMEPLAN

### i. Youth Facilitator Training

Focus on Restorative Justice theory and practice, non-violent conflict resolution, anti-oppressive and trauma/violence informed practice, decolonization, and communication skills. Curriculum to be complemented by mentorship period.

### ii. Restorative Justice Casework:

Trained youth facilitators (with adult supports) will facilitate RJ Circles in response to peer conflicts, school violations, youth with pro-criminal behaviours, or criminal activity. Referral partners: SD47, RCMP, Crown, MCFD, etc.

### iii. Outreach Events/Community Circles:

Youth will design and lead their own events for community outreach.

### iv. Presentations to Youth, School Staff & Community Partners:

Presentations on Restorative Approaches and YRA to youth (classrooms, youth groups), school staff (teachers, principals, counsellors) and project partners/community supports (school boards, parent advisory, etc.).

### v. Workshops:

YTC Program Coordinator to teach workshops with assistance from youth. Focus on communication skills and non-violent conflict resolution. Target at-risk youth with help from community partners.

### vi. Evaluation:

Includes debriefing, surveys, participant interviews, committee reports, etc.

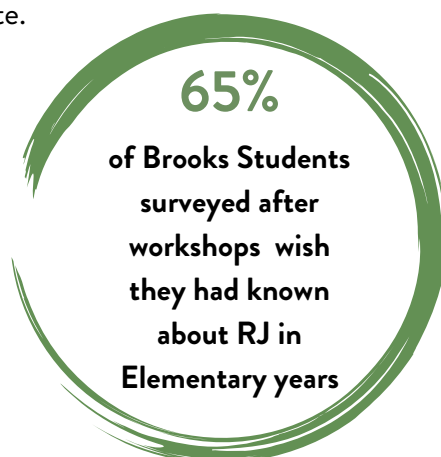
### vii. Partnerships & Knowledge-sharing:

All knowledge, tools and resources (within the confines of our confidentiality policy) will be shared with local/regional partners. Partners will be included in implementation of events and/or Circles where appropriate.



Some of the YRA Crew!  
Siobhan, Safiyah, Finn, Abi and Chelsea

**"More people need to know about this. This is amazing!"**  
(Gr 8 student)



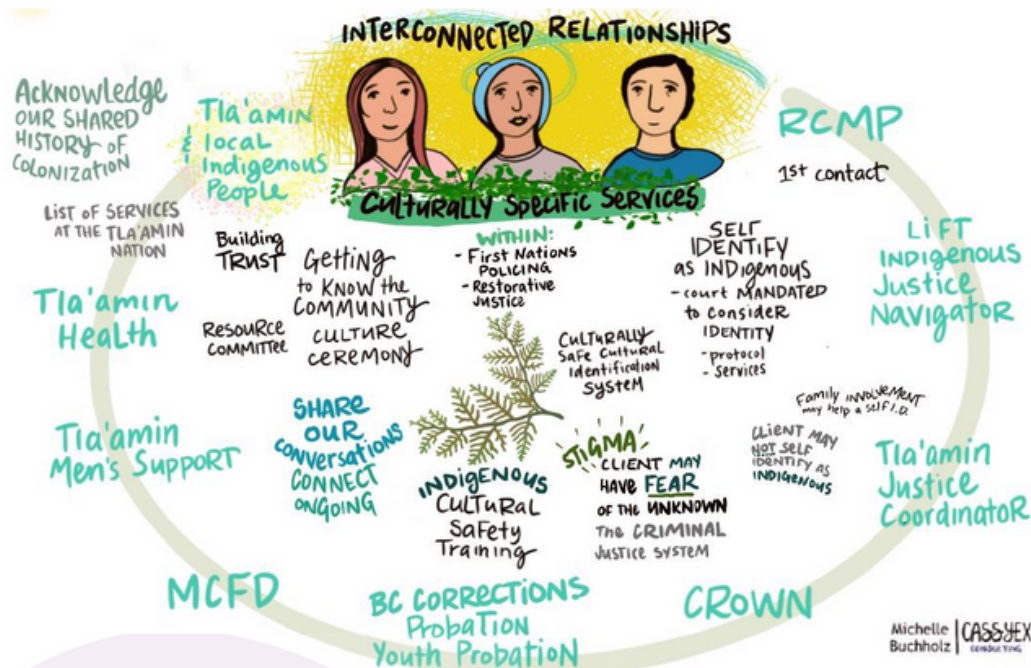
**"I love the idea...it just needs to be more accessible and normalized." (Gr 12 student)**



# ANTI-RACISM & EQUITY

## BRIDGING THE BOUNDARIES/ARAP PROJECT

Bridging the Boundaries was a 15-month project coordinated by qathet Community Justice in partnership with Tla'amin Government and Lift Community Services. It was supported by numerous justice stakeholders. The goals of the project were to: 1) support clients in navigating settler justice institutions, 2) evaluate to identify barriers and inform policy development, and 3) liaise with community partners and existing service providers to encourage a culturally-safe approach to justice.



## OUTCOMES

- 100+ clients navigated through justice system by Indigenous Justice Navigator & Tla'amin Justice Coordinator
- evaluation, toolkit and report to Government of Canada & partners
- community engagement

## LEARNINGS

In the future, focus less on leadership and more on empowering the experts (i.e. people with lived experience). And relationships matter! Invest time in project partners.

## RESILIENCEBC PARTNERSHIP



With the support of ResilienceBC, in small-grants funding was awarded to local community diversity projects.



## 2021-22 PROJECT PARTNERS

- Tla'amin Justice Program
- BC Prosecution/Crown Counsel
- RCMP
- Probation
- Tla'amin Health
- Brooks Secondary School
- Ministry of Children & Family Development (MCFD)

## STEERING COMMITTEE

- Jane Waterman
- Stuart Clark
- Tammy Siddall
- Chelsea Friesen
- Theresa Verdiel
- Siobhan Brown
- Vicki Pierobon
- RCMP Representative

Goodbye & Thank you for time served!

Roger Kimmerly

Julie Jenkins



Thank you Specialized Victim  
Support Services for your  
consultations and case  
collaboration!

# THANK YOU

**32**  
**VOLUNTEERS**

Thank you and farewell to  
our dear friend

**MARILYN CAREY**

who shone her beautiful light  
all over qCJ. We think of  
you often and all you did for  
your community.

## FUNDERS



Canadian  
Heritage

Patrimoine  
canadien



Ministry of  
Public Safety and  
Solicitor General



Anti-Racism  
Network



ResilienceBC



qathet  
REGIONAL DISTRICT

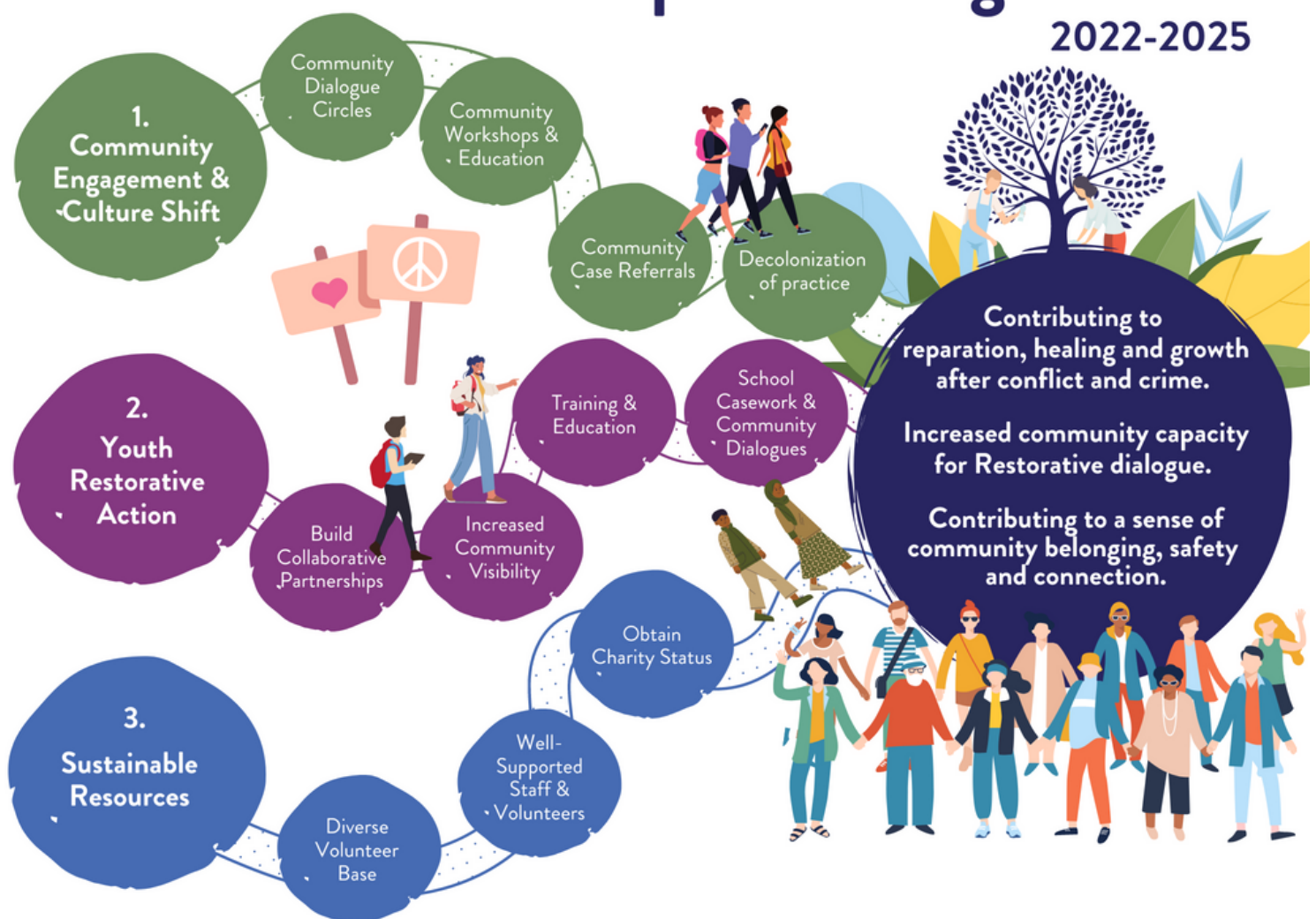
**...AND COMMUNITY MEMBERS LIKE YOU!!**

## LOOKING AHEAD

We want qCJ to be a truly grassroots community organization. That means better engagement with the public, a diverse volunteer base and programming that responds directly to community needs. We will continue to engage in "big-picture" community justice strategies on the Provincial and Federal level, but next year, we will focus more on local sustainability. Let's make justice by qathet, for qathet.

# qCJ Strategic Goals

## 2022-2025



“I want to see it continue to grow. You’re pulling them (young offenders) out of the system to use a volunteer-run program that isn’t properly funded. It’s so shocking that this isn’t further funded. I would love to see further advocacy for it and development of the process. Keep going and keep at it.” (Affected Party/Business Owner, Criminal Dispute)