

Youth Restorative Justice Caseworker (Volunteer)

qathet Community Justice / Youth Restorative Action



Requirements

- Between the ages of 15-29.
- Parental/Guardian consent if under the age of 18.
- Minimum one year commitment.
- Reliable, responsible, communicative and are able to work well within a team.
- Ability to handle sensitive information and maintain confidentiality.
- Demonstrate ability to understand and maintain professional boundaries.
- Ability to learn and utilize non-violent, restorative communication practices
- Willingness to learn.
- Ability to give, receive and implement constructive feedback.
- Share a commitment to anti-oppressive, anti-racist & trauma-informed practices.
- Criminal Record Check.
- Previous experience is not required. Comprehensive training & mentorship will be provided.

We value:

- Open-mindedness & a non-judgemental attitude
- Respect
- Inclusivity
- Humility
- Accountability
- Empowerment
- Community

Responsibilities

- Complete 22 hours of training.
- Attend quarterly team meetings.
- Work alongside qathet Community Justice staff and another youth caseworker to facilitate Justice Circles. These Circles Include:
 - o Orienting participants to qCJ processes.
 - o Sourcing additional supports for participants.
 - o Maintaining consistent communication with participants.
 - o Facilitating meetings (Circles) with participants.
 - o Upholding safe & restorative practices.

- Supporting participants with resolution agreements.

Benefits

- Although this is a volunteer position, caseworkers will be receive honoraria for every Justice Circle facilitated.
- Professional work experience. In particular, this is a great learning opportunity for those interested in pursuing careers in justice, law, mediation, social work & community services.
- Contributing to a community-based approach to justice.
- Communication & conflict skills that is widely applicable in workplace & personal relationships.



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FAQ

What are Justice Circles?

All of our meetings are held in Circle format (sometimes called 'Peacemaking Circle' or just 'Circle'). In a Circle, everyone sits in (you guessed it!) a Circle, and typically 2-4 facilitators (what we call 'Circle Keepers' or 'Co-Keepers') guide the conversation by establishing group guidelines and values, maintaining safety within the group, asking thoughtful questions, and helping the group reach consensus. Justice Circles, that are centered around a crime or conflict, involve individual meetings with the responsible parties (those that committed the harm) and the affected parties (those that were harmed), and if all parties wish to do so and the Keepers deem it safe, then all participants will come together in a Circle together to talk about their experiences, the impacts and what they would like to see done to heal the harm (typically written down in a 'Resolution Agreement.')

What kind of cases are usually referred?

Theft under \$5000, assault, harassment, and break and enter are our most common case referrals. Non-criminal cases could involve peer conflict or bullying.

Where do the referrals come from?

Criminal referrals come from the RCMP and Crown Council. We also accept referrals from the community, including schools.

How many cases would we be expected to facilitate?

Referral amount varies. Currently, we are receiving about 3-5 youth cases a year, but we anticipate this number increasing as we build our capacity. Most cases consist of approximately 3-10 Circles depending on the complexity, spanning anywhere from 1 month to 1 year. Depending on the number of youth caseworkers and their engagement, you could expect to be on 1 to 4 cases per year.

How are caseworkers assigned to cases?

Once we receive a youth referral, a 'case call-out' will go out to the team, giving a short, non-identifying summary of the case. Volunteers will put their name forward if this is a case they would like to facilitate, and staff members will choose two youth caseworkers that are the best fit for the case based on a number of criteria.

How much honoraria do caseworkers get for working a case?

Caseworkers will receive \$40 per Circle. For the mandatory quarterly team meetings, volunteers will receive \$20 per meeting.

I'm interested in being a caseworker, but I am nervous as I have no experience doing something like this and not sure I have the skills needed. Should I still apply?

Yes! All caseworkers need to complete 22 hours of training, with additional training sessions throughout the year. In addition, there will always be at least one experienced adult caseworker to work alongside you and another youth caseworker. They will be there to mentor, support, and meet you at your comfort level.

Is there another way to volunteer if I don't want to do casework?

Yes, Youth Restorative Action currently has a school club that meets at Brooks Secondary bimonthly. Their main activities are workshops & presentations to students and SD47 staff, and hosting Dialogue Circles within the school and outside in the community. If you are not a student at Brooks, there are other opportunities in community engagement, committee work, admin support like social media, and more! You can contact us for more information. Please note that due to the nature of our funding sources, honoraria is only provided for casework and the quarterly team meeting that all members of Youth Restorative Action attend.



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