6-Year RJD Program Growth

This document describes the first six years of growth for this model of a restorative justice diversion (RJD) program. Each time a community-based organization (CBO) is ready to move to the next phase, it must consider staffing and the funding required to keep up with program expansion.

**Year One** is focused on relationship building and training. This includes working with the local district attorney’s office (DAO) to cultivate an understanding of this restorative justice diversion model and receive systems partner support for the process. It’s also important to focus on relationship building throughout the county to learn community needs and gain community support.

Once all stakeholders are on board and capacity considerations have been made by the CBO, the CBO is ready to apply for trainings by the Restorative Justice Project. These trainings include Circle Process, Restorative Community Conferencing, and Conflict Transformation and Harm Circles. After receiving training, cultivating relationships with systems partners and community members, and signing a memorandum of understanding with the DAO, the community-based organization will begin receiving cases from the district attorney.

In **Year Two**, once training has been completed and the program launches, the CBO will receive up to 15 cases, if there are at least two full-time facilitators. They will also implement data gathering and evaluation to document progress, outcomes, and best practices.

In **Year Three**, we anticipate up to 25 cases to be diverted from the district attorney’s office to the CBO RJD program, if there are at least three full-time facilitators. During the third year the CBO will also receive additional professional development and trainings to deepen their commitment to restorative values, refine their facilitation skills, and gain further experience. As the caseload expands, an agreements manager can be brought on the support the facilitators with case management in **Year Four**. With the appropriate infrastructure and at least four full-time facilitators in place to increase case referrals, up to 50 cases will be diverted. In **Year Five**, up to 75 cases will be diverted. In **Year Six**, a minimum of 100 cases will be diverted, if there are at least five full-time facilitators. While there is a possibility of a larger number of cases depending on funding and CBO capacity in any given year, it’s important to be thoughtful about the danger of model drift when programs grow too quickly in this initial period.

Throughout this six year period, the community-based organization should continue building local community support for the program and identifying sustainable funding. With data collected during the first five years of programming, the CBO will have significant information on recidivism, satisfaction of people harmed, and cost savings. This will help to identify the successes and areas of improvement to further refine the program. These lessons will also support the continued expansion of the program’s caseload and capacity.