



Williston
Community
Justice
Center

2021-2022 STRATEGIC PLAN

Mission



The Williston Community Justice Center (WCJC) is committed to promoting and advancing the safety and wellbeing of our communities by providing resources for positive change, striving to dismantle patterns of racial and economic disparity, and seeking to repair damaged relationships through restorative practices tailored to meet the unique needs of impacted and responsible parties.

Vision



The Williston Community Justice Center staff, executive board and volunteers will strive to bring about transformative and sustainable change through the use of restorative best practices, thus to include restorative processes, dialogue, education, relationship and community building, policies and practices which enhance responsibility and accountability for all within the towns of Williston, Richmond, Hinesburg, Huntington, Bolton and St. George.



Core Values



1. EQUALITY

Fairness, Justice, Equity, & Inclusion

We warmly welcome all people in our communities, inclusive of their race, sex, gender/gender expression, relationships, age, abilities, mental and physical health, religion, national origin, body type/appearance, income, education, personal history, generational history, employment status, parental status, social status, and any other factor that makes a person who they are. We reject systemic and overt racism, and we reject discrimination based on sex or sexual preference or gender identity or expression. When inequitable systems and structures in our communities are contributing factors to harm caused, we address them through acknowledgement, resource finding, relationship building, and creative repair in order to improve equity for affected parties.

2. TRUSTWORTHINESS

Trust & Integrity

We trust the restorative process in both our communication and our conduct. We work to build trust between everyone involved in the process. We trust the truth in each person's story and feelings. We trust in the potential of the individual. We trust in the strength of our communities. We hold ourselves to the highest standard in our words and actions. We expect this of ourselves and each other.

3. RESPONSIBILITY

Accountability

We hold ourselves and others accountable for our actions, attitudes, choices, and words. We strive to put the needs of affected parties and communities first. We consistently train and inquire to ensure we uphold our values and our mission and to advance restorative practices.

4. CARING

Empathy & Respect

We demonstrate kindness, empathy, compassion and generosity through community and civic service. We acknowledge our shared humanity and we honor it.

5. RELATIONSHIPS

We acknowledge the importance of building and maintaining relationships within our communities through restorative processes and practices. We meet people where they are and accompany them through the restorative process to bring about change and accountability. Our work ripples outward to enhance the safety and wellbeing of all within our shared communities.



Objectives



- Build and maintain relationships with stakeholders (Vermont Department of Corrections, law enforcement agencies, town municipalities, criminal courts and Chittenden County State Attorney's office, local and state representatives, school administration and districts, local businesses, churches and faith groups, housing facilities, and the greater community).
- Raise awareness for restorative justice and practices through community outreach, education, dialogue, newsletters, and trainings
- Expand volunteer membership through community education and presentations- this is to gain greater membership and representation from all the WCJC service areas
- Enhance restorative opportunities for youth involvement and leadership
- Build meaningful relationships with local law enforcement agencies and town municipalities within our larger service areas
- Train and educate law enforcement officers on restorative justice, practices, benefits and return
- Engage in community efforts to bring about meaningful and transformative change for those who may be, or whom have been disenfranchised, marginalized, criminalized or victimized
- Expand knowledge and services which enhance racial equity, diversity and inclusion in all areas of restorative practices and services at the WCJC
- Assist responsible parties in making meaningful repair to victims, affected parties, communities and self
- Provide continued services for those impacted by crime-through victim outreach
- Provide staff and volunteer trainings in the areas of best practice, to include, racial equity, diversity, inclusion, trauma, mental health, victimization, Childhood Aces, community building, restorative circles, peace circles, conflict management, difficult conversations and community collaboration
- Collaborate with other Community Justice Center's in the state to enhance leadership, stewardship and community growth
- Assist community members in making meaningful repair for harm caused– thus creating safe, welcoming and responsible communities for all



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Evaluation



Evaluation will be made through the following means:

- Feedback and evaluation from stakeholders for program offerings, success and outcomes
- Continue to build relationships with new leadership within service areas, thus to include, law enforcement leaders and officers, town administrators and governing structures.
- Vermont Department of Corrections and Williston Police Department stats on cases, panels, circles, dialogues, and associated restorative work
- Program evaluation through Vermont Department of Corrections bi-annual visits
- Program evaluation – Vermont Department of Corrections and Williston Police Chief
- Annual feedback from law enforcement officials and municipalities in our service areas
- Quarterly participant program evaluations
- Program director provides constructive feedback and evaluation for all executive board members and volunteers