

2023 National Restorative Justice Symposium

November 20 - 21, 2023

Schedule of Events



Inspiring Innovation

Moving Restorative Justice from Margin to Mainstream

We will explore the possibilities and tensions of mainstreaming restorative justice, the power of localized efforts and the realities of systemic inequity. Our goal is to create space for learning, reflection, and collaborative dialogue on successes and challenges from across the country. The 2023 NRJS will continue to highlight how restorative justice can be used in innovative ways to facilitate social change.

The goal of the virtual symposium is to engage participants in an exploration of how we can use collaboration, advocacy and education to increase the use of restorative justice practices, principles, and values when tackling complex social issues. Restorative justice can and should be used throughout our society and systems.





Quand Punir ne suffit pas / When Punishing is not enough (un documentaire de / a documentary by Pauline Voisard)

Sunday, November 19 from 5PM to 7PM (CT)

Un 5 à 7 pour le lancement du SNJR 2023 Cocktail Hour for the opening of the NRJS 2023

Si on pouvait comprendre le comment et le pourquoi d'une offense, d'un méfait, d'un crime;

Si on pouvait entendre quelles répercussions ces gestes ont eu dans la vie de la victime;

Si on pouvait tenter d'entrer dans la tête de l'agresseur;

Si on pouvait tenter d'entrer dans la tête de la victime;

Si on pouvait ouvrir un dialogue entre les parties;

Si on pouvait Si on voulait...

Avec ce film, je veux présenter une complémentarité à la justice traditionnelle, une autre manière

If we could understand the how and why of an offense, a misdeed, a crime;

If we could hear what repercussions these actions had in the victim's life;

If we could try to get into the head of the aggressor;

If we could try to get into the victim's head;

If we could open a dialogue between the parties;

If we could If we would...

With this film, I want to present a complement to traditional justice, another way



Keynote Speakers

Keynote Education Panel | November 20, 2023

Educator voices will gather to discuss Moving Restorative Justice from Margin to Mainstream within K-12 school systems. Educators **Skye Bowen** (ON), **Sarah McDonald Moores** (NL), **Monica Kreft** (NWT) and **Caralyn Huffman** (BC) will lead us in a conversation about the challenge of system change and the importance of leveraging policy, practitioner preparation and amplifying student voice in the critical work of fostering the system change necessary for mainstreaming restorative justice in education.

Keynote Speakers **Charys Payne & Tiffany Gordon** | November 21, 2023

Innovations and Opportunities in Nova Scotia: The Potential of Restorative Justice as a Process to Achieve Racial Justice

Join **Charys Payne & Tiffany Gordon** from the African Nova Scotian Justice Institution (ANSJI) for a discussion on understanding the principles, impact and necessity of racial justice. They will introduce and discuss the natural principled alignment of restorative justice and racial justice and discuss how systems-led approaches have interfered with the potential of restorative justice to achieve racial justice. This talk will also highlight the importance of considering the intersections of race and gender in restorative processes. Touching on the Desmond Inquiry process and the Nova Scotia Mass Casualty Commission findings and the opportunities that restorative justice may offer in gender-based violence contexts (i.e., continued viability of provincial moratoria on the use of restorative justice processes in matters involving intimate partner violence). Participants can expect to build an understanding of the potential of community-led restorative justice to centre elements of equity, diversity, inclusion, genderbased analysis, as well as racial/structural trauma and cultural competence, which we believe to be necessary to achieve both personal and systemic transformation. This would include discussion around racism's affect on community and interpersonal safety and how restorative justice processes can cause greater harm to racialized and underrepresented communities when the context of race, intersectionality, and the social determinates of health and justice, are not central to the restorative justice process.



Keynote Speaker Bios

Keynote Speakers Charys Payne & Tiffany Gordon | November 21, 2023

Innovations and Opportunities in Nova Scotia: The Potential of Restorative Justice as a Process to Achieve Racial Justice



Charys Payne is a Senior Justice Strategist at ANSJI. Charys is a lawyer, with ten (10) years experience in the areas of family law and child protection. Charys has also worked for the Nova Scotia Department of Justice where she held the role of Manager, Special Initiatives for Victims. As Manager, Special Initiatives Charys delivered programs and provided public policy advice in the area intimate partner violence and family violence. Charys approaches her work from an antiracist, trauma-informed, and intersectional lens.



Tiffany Gordon is a Project and Service Delivery Coordinator at ANSJI. In her role, she supports Charys in developing programs and services for the ANSJI, from a research and development standpoint. Over the last six (6) years, Tiffany has worked on multiple research and community-based initiatives aimed at serving marginalized populations (such as women who are incarcerated, Black people who are reintegrating from prison and youth who are caught up in cycles of violence). Tiffany is also currently pursuing her PhD in philosophy at Dalhousie University. In her dissertation, she considers how prison abolitionist theory addresses cases of gender-based violence, and argues that instead of being abolished, prisons should be reformed. One of the reforms she advocates for is using restorative justice to address certain cases of gender-based violence.



Schedule

Updated schedule as of November 17, 2023

Time (CST)	Day 1 - Mon, Nov 20	Time (CST)	Day 2 - Tues, Nov 21
10:00 - 10:30 AM	Welcome/Opening/Elder greeting Land acknowledgement	10:00 - 10:30 AM	Welcome/Opening/Elder greeting Land acknowledgement
10:30 - 11:45	Keynote A Keynote panel on RJ and Education with Sarah McDonald Moores (Relationships First, NL), Skye Bowen (Peel District School Board, ON), Caralyn Hoffman (School District No. 57 - Indigenous Education Department, BC) & Monica Kreft (Silverweed Therapeutic Services, NWT)	10:30 - 11:00	Keynote B Innovations and Opportunities in Nova Scotia: The Potential of Restorative Justice as a Process to Achieve Racial Justice with Charys Payne & Tiffany Gordon (African Nova Scotian Justice Institute)
		11:00 - 11:10	Break
		11:10 - 11:45	Listening Circles
11:45 - 12:00	Break	11:45 - 12:00	Break
12:00 - 1:00 PM	Workshop Series ONE: Fisher River Ochekwianasowewin Restorative Justice: exploring the Insights with Cynthia Murdock Restorative Approaches to Identity-Based Harm with Kamil Ahmed Onashowewin Justice Circle with Cora Morgan	12:00 - 1:00 PM	Workshop Series THREE: Reflections and lessons on 30 years of RJ in the Workplace: Memorable cases / stories with Sue Hemphill RCMP-Justice Canada: Restorative Justice Pilot Project with Jacob Abdel Messih The Circles: A restorative journey of inmates/ ex-inmates in India with Sakshi Vaish Medicine for the Freedom Dreamer's Spirit: Healing through An Afro-Indigenous Lens to Community Care with Altagracia Montilla Integrating Healing Circle Framework into Advisory and Affinity Programming with Karmay Gorley
1:00 - 1:30 PM	Break	1:00 - 1:30 PM	Break
1:30 - 3:00 PM	Workshop Series TWO: Justice Hoodistique Phase 2 : L'expérience vécue et enrichie / An enriched experience with Justice Hoodistique (presented in French) with Nancy Zagbayou Conversation and co-creation for change with Shauna Moore Practical RJ application in BC schools with Laurie Ebenal, Jennifer Penk and Jennifer Morgan The Native Clan Organization with Kendell Joiner	1:30 - 3:00 PM	Workshop Series FOUR: Wiyasow Iskweew - Restorative Justice Pilot Project with Justice Michelle Christopher, Deputy Chief Justice Joanne Durant, Justice Anna Loparco, & Matthew Hinshaw My story VS the story of me with Izzedin Hawamda RJ practices in the workplace panel with Christine Ens, Kamil Ahmed, Sue Hemphill, Michelle Jackett & Melissa Ash
3:00 - 3:15 PM	Break	3:00 - 3:15 PM	Break
3:15 - 4:00 PM	Community Sharing Circles	3:15 - 4:00 PM	Closing Plenary



Day One

PRESENTATION/WORKSHOP | **SERIES ONE**

12:00 PM (CST)

Cynthia Murdock

Fisher River Ochekiwanasowewin Restorative Justice: exploring the Insights Network Mainstream with the Decolonization Indigenous Justice system

The Colonization has effected our way living, thinking, language, survival and community engagements. However, the decolonization Indigenous communities are slowly progressing by increased capacity building, networking, partnerships, supports, and coming together. Therefore, with increased supports and community networks will assist establish positive community support system. Moreover, build trust for self, families, communities, local and outside networking groups.

The Ochekiwanasowewin Restorative Justice Decolonization Indigenous Justice values are developing a community based program, engage, advocate, educate, heal and collaborate with local network and outside entities.

The Fisher River Cree Nation Restorative Justice developed a building relationship with the Community Network Program. The Community Network Program are the Justice staff, Addiction, Family Support Workers, Reconciliation Group, Jordan Principals, Men Support Worker, Good Medicine Lodge Keepers and Elders. The Community Network Program often have regular meetings updates, cost share in community workshops and events.

Therefore, The Decolonization Indigenous Justice are to increase community engagement by implementing social changes and continuing offering mainstream community networks, community events, encourage virtual Cree classes, and provide other alternative supports such as housing, support letters, referrals, and continuously provide decolonized cultural based program to increase healthy relationships, healthy families, healthy lifestyle and begin their healing journey.

Tansi, Hello my name is **Cynthia Murdock**. My spirit name is Kanakoomoo Pinsew iskeew; Singing Thunderbird Women from an Eagle Clan. I have two grown sons and two grandchildren, one granddaughter who is 12 and grandson who is 11 . I'm Originally from Fisher River Cree Nation, Manitoba treaty 5, where I spent most of life being a mother, teacher, role model and to make living for my family. The only time I was away from my community was when I left for schooling where I obtained my Counselling Degree, Community Centered Therapy, Addictions Specialist, Fitness theory certification and yoga certification through Brandon University, University of Manitoba, and RRCC. I have over 28 years of counselling and many certificates and diplomas such as deescalating violent situations train the trainer, life skills, Youth and Adults High Risk, Mental Health First aid x2, SASSI, Forensic Drugs Analysis, Critical Incident Stress Debriefing, Addictions and Mental Health Certificates, etc, and newly appointed FNHMA, and a new Health Board Member.

Personally, I am Descendent and Residential Day School Survivor, and a lot knowledge in the Justice System, Mental Health, and Addictions from personal to family experiences. I have worked at the Fisher River Healing Center for 5 years as a Family Support and Child Care Worker, worked as a NADAP worker for over 13-years in my community as I transported client there and from residential treatment center across Canada. I was a Fitness Instructor for 4 years in my community helping our community members get back in shape. Presently, I work at Fisher River Cree Nation Justice Department as a Justice Coordinator and my passion is learning new tasks, finding solutions and making new friends from far to near.

Day One

PRESENTATION/WORKSHOP | **SERIES ONE**

12:00 PM (CST)

Cora Morgan

Onashewewin Justice Circle

Onashewewin is an Ojibway word that means "the way we see justice."

Onashewewin has been in existence since 2003. Our program is a part of the Indigenous Justice Program, which is a partnership initiative of Justice Canada and Manitoba Justice. Our organization provides diversion services for the Manitoba Crown Attorneys' Office. However, we have an "Open Door" policy and if we are able, we can see about supporting others who are in conflict with the law or those who feel that they need to make positive change in their life.

Onashewewin incorporates cultural understandings and traditional teachings in enhancing our Restorative Justice approaches to repairing the harm of criminal offenses. We offer a series of recidivism prevention capacity-building workshops, mediation, conferencing circles and Cultural Advisory Counseling sessions to aid in the healing and reparation of harms. Our end goal in the services we provide is to prevent recidivism and to help those in conflict with the law make positive choices and find a healthy path in life.

Cora Morgan, is the Executive Director of Onashewewin Justice Circle and a former First National Family Advocate with the Assembly of Manitoba Chiefs. Cora Morgan has more than 20 years experience in advocacy, human resources, business startups and family reunification. She has helped bring thousands of children home to their families, leveraged millions of dollars, took part in the MMIWG inquiry, helped bring an end to the practice of birth alerts, and has helped address homelessness in Manitoba.

12:00 PM (CST)

Kamil Ahmed (he/him)

Restorative Approaches to Identity-Based Harm

With deep recognition that punishment will not and does not undo or unlearn discriminatory beliefs and worldviews, Sulah at Community Justice Initiatives offers trauma-informed, non-punitive approaches to a growing frontier of identity-based harm. Working with folks that cause harm as well as those that experience harm and surrounding communities, Sulah continues to learn a great deal and deepen curiosity about what it takes to foster transformation. Join restorative justice practitioner and Sulah coordinator Kamil Ahmed for some Sulah storytelling followed by a guided discussion around the strengths and limitations of restorative justice for instances of identity-based harm. A key curiosity of this session will be around the prospects for walking alongside marginalized voices and experiences as we walk restorative practices from the margins to the mainstream.

I am a first-generation immigrant and settler from Pakistan living, working and finding purpose in Kitchener, Ontar Conflict as a result of differences among diverse people grappling to co-exist is inevitable. Fractured relationships don't have to be. Through my experiences as a son, brother, friend, queer Muslim, immigrant, student, neighbor, volunteer and community organizer, I have witnessed a lot of conflict and when I reflect back details of the conflicts seem less significant than the status of the strained relationships.

As Coordinator to CJI's Sulah Program, I work with the community to facilitate a restorative approach to hate crime and identity-based harm one that can bridge divides, develop mutual understanding and enable capacity to build competent communities.



Day One

PRESENTATION/WORKSHOP | **SERIES TWO**

1:30 PM (CST)

Nancy Zagbayou

Justice Hoodistique Phase 2 : L'expérience vécue et enrichie
Justice Hoodistique Phase 2 : An enriched experience

Presented in French

La justice réparatrice est un modèle de justice qui permet aux parties impliquées dans un différend de participer activement au processus de réparation des torts causés. Au Québec, cette réparation prend la forme de programmes de déjudiciarisation, c'est-à-dire de programmes qui responsabilisent la personne accusée dans un autre cadre que le processus judiciaire traditionnel. Cette présentation parlera de Justice Hoodistique, un projet de justice réparatrice par et pour les communautés noires implémenter à Montréal au Québec. La présentation parlera non seulement de la mise en place, mais aussi de l'implémentation et des enjeux rencontrer dans le cadre du projet.

Restorative justice is a model of justice that allows parties involved in a dispute to actively participate in the process of repairing the harm caused. In Québec, this repair takes the form of judicialization programs, that is to say programs which make the accused person responsible in a context other than the traditional judicial process. This presentation will talk about Justice Hoodistique, a restorative justice project by and for black communities implemented in Montreal, Québec. The presentation will talk not only about the set-up, but also the implementation and the challenges encountered as part of the project. (This presentation will be in French

Nancy Zagbayou a travaillé en tant qu'analyste financière sur Wall Street avant de faire ses études en droit à la Faculté de droit de McGill. Elle est actuellement la chargée de projet de Justice Hoodistique à Hoodstock. Justice Hoodistique est un projet pilote de justice réparatrice par et pour les communautés noires qui vise à pallier la surreprésentation des personnes noires dans le système judiciaire. Nancy est également diplômée de l'Université d'État de Caroline du Nord (NC State) en science politique, en économie, ainsi qu'en langue française. Dans ses temps libres, Nancy enseigne le yoga et la méditation avec son entreprise The Yogini Nancy

1:30 PM (CST)

Shauna Moore

Conversation and co-creation for change!

Restoration and reconciliation are only effective if they are grounded in truth, with each side having the opportunity to share their lived experiences, world views, values and well-being - mainly when an offence occurs. Creating spaces for both parties to share about a specific incident and their journey as shaped by their identity(ies), access or lack of access to power and privilege and the role intersectionality plays in their lived experiences. These unique narratives create a deep understanding of how individuals' actions are shaped and how those actions are interpreted and perceived.

In this interactive workshop, we will learn simple, practical tools, including community development and engagement foundations, principles of person-centred care and deep listening, that foster a space to examine our identity and explore others' identities and how these factors impact how we engage with or withdraw from the world around us. We will also examine existing frameworks and have the opportunity to develop our framework for authentic co-development and co-creating action plans, developing goals and building steps that lead to restoration and reconciliation.

Shauna Moore is the Diversity, Equity and Inclusion Lead at Ontario Shores Centre for Mental Health Sciences. This public teaching hospital provides specialized care for individuals with complex mental illnesses. She provides leadership in supporting equitable, inclusive and anti-discriminatory practices throughout the organization.

She is an adjunct professor with 15 years of teaching experience, and she has supported individuals with mild intellectual and severe learning disabilities through accommodations and advocacy in the classroom and the community to securing part-time employment. Her experiences include developing and facilitating a program for marginalized individuals of any age to access and transition smoothly to post-secondary.

She is a community volunteer, an avid learner who asks many questions and enjoys spending time in nature.



Day One

PRESENTATION/WORKSHOP | *SERIES TWO*

1:30 PM (CST)

Kendell Joiner

The Native Clan Organization

The Native Clan Organization, Inc. (NCO) established in 1972, is a unique non-profit community support agency founded by Al Chartrand. The overall mission of NCO is "The Native Clan Organization helps and supports our relatives navigate through, heal from, and return to their communities after contact with justice systems and to provide advocacy and progression of Indigenous ways of justice within those systems." NCO adopts a human-centered, trauma informed and culturally-based approach to supporting our relatives enter community after contact with justice systems. Staff and helpers identify needs or areas of required support for our relatives, connect services to address these needs and act as mentors and supports themselves for those who are journeying through various processes and stages of healing and growth.

Kendell Joiner ((Méstaéhotóá'e) is an American-born, proud member of the Northern Cheyenne Nation located in Southeast Montana. Having grown up around his tribe and culture, the values of community, unity, and the common-good are centrepiece lessons that he carries in his current role as the Chief Executive Pathfinder of the Native Clan Organization. The Native Clan Organization is an Indigenous organization that takes a culturally centered approach of healing with our relatives returning back to their communities or starting new lives after contact with the justice system. Kendell holds multiple undergraduate degrees in Criminal Justice, Corrections, and possesses a Master of Public Administration education that he utilizes to change systems and make our world a more balanced and empathetic one. Kendell serves on a number of boards, advisory councils, and community groups such as Ndinawemaaganag Endaawaad Inc. (Ndinawe), a not-for-profit organization dedicated to helping at-risk youth in Winnipeg and the Winnipeg Indigenous Executive Circle (WIEC), an urban Winnipeg coalition of Indigenous-led non-profits, charities, and allies that advocate and progress the well-being of Indigenous people in Winnipeg.

1:30 PM (CST)

Laurie Ebenal, Jennifer Penk and Jennifer Morgan

Practical RJ application in BC schools

This session will focus on the foundational principles of Restorative Practices (RP) as they relate to building positive, inclusive communities within a school and school district. Specifically, we will show how Coquitlam's School District 43 prioritizes intentional and quality relationship building for all its members. Additionally, we will provide first-hand experiences using formal restorative conferences to repair harm by engaging all necessary stakeholders within the school district and community.

Jennifer Penk has been a classroom teacher and taught Grades 6, 7, and 8 in Coquitlam, British Columbia for over 25 years. More recently she worked at Simon Fraser University for three years as a Faculty Associate where she trained teacher candidates. She is currently working as a middle school learning support teacher where she works with neurodiverse students and their teachers, families, and outside agencies to ensure positive and effective inclusion in the class and school setting. Jennifer is a certified IIRP trainer and facilitates restorative practice workshops for educators at the district level.

Laurie Ebenal is currently an administrator of middle school. Laurie was a teacher for 15 years and has been in educational leadership for the past 20 years. Laurie believes Restorative Practice is not a 'system' but a way of existing within a system to be good humans. Her understanding of restorative practice as a process to be utilized across the continuum of RP, is rooted in her partnership with IIRP (International Institute of Restorative Practice). Laurie is a certified trainer with IIRP and is supporting her school district by training other administrators and teachers. Laurie's priority is to build restorative networks among her educational peers and by building capacity with adults (parents included) and students, we will gain skills early and theoretically create a space of understanding for other peoples' stories. Laurie also understands how circle work is an integral part of restorative practice. Allowing teachers to honour stories through circle work ensures a culture of care. Laurie is also a trauma informed practitioner.

Jennifer Morgan has been an educator for 27 years teaching mostly at the middle school level (Grades 6/7/8). Currently she holds a district role of Mentor Support Teacher with a focus on social emotional learning and Restorative Practices. Jennifer supports school communities in the district by modelling how we might bring Restorative Practices into the classroom and school environments. Additionally, she is a certified IIRP Trainer and provides training in Circle work and Restorative Conferences, enabling other educators to gain confidence to use this practice in their own contexts. Jennifer is part of a team who responds to harm in the district by facilitating Restorative Conferences, by exploring how we can move forward and repair the harm.



Day Two

PRESENTATION/WORKSHOP | **SERIES THREE**

12:00 PM (CST)

Jacob Abdel-Messih

RCMP-Justice Canada: Restorative Justice Pilot Project

The RCMP is collaborating with Justice Canada's Indigenous Justice Program (IJP) to advance a pilot project with the goal of increasing the use of pre-charge RJ referrals in participating communities where possible. This includes educating personnel on the use of RJ referrals, working with IJPs to increase the capacity of RJ programs / agencies, outlining a national process and monitoring referral usage through Record Management Systems. To-date, preliminary detachment meetings and training sessions have been completed in British Columbia, Nunavut, Yukon, Saskatchewan, Manitoba, Northwest Territories and Alberta. The Pilot's next steps will be to provide the same support to remaining locations (New Brunswick), along with continual support to pilot sites through the pilot timeframe (12-18 months, sites were launched in a phased approach). A breakdown of best practices and a statistical breakdown of referrals before and during the pilot can be made available during the symposium presentation.

Jacob Abdel-Messih graduated from Carleton University with a Bachelor of Arts (Honours) degree in Criminology and Criminal Justice with a Concentration in Law. He became an RCMP employee in 2013, and has since worked with the Canadian Firearms Program, National Crime Prevention Services and now holds a position within National Youth Services as a Youth Program Officer. A large portion of his work has focussed on engaging with youth both online and in-person, as well as focussing on creating police partnerships with youth, youth serving organizations and delivering youth programming on a national scale. Currently Jacob is the RCMP's National Restorative Justice Coordinators and oversees the RCMP's national RJ administration and programming.

12:00 PM (CST)

Sue Hemphill

Reflections and lessons on 30 years of RJ in the Workplace: Memorable cases / stories

This session shares a sample of memorable variations on success stories from across Sue Hemphill's 30 year career and highlights the layers of differences (including cultural and identity factors), the process and time required to reach restoration / agreement.

The learning objectives:

Primary

- Consider and appreciate the range of cases suitable for RJ process in the workplace

Secondary

- Recognize the layers of difference and contexts contributing to conflict or tensions in communication in each case
- Recognize the amount of time and process steps to bring about resolution
- Apply / recognize key conflict resolution theories / concepts and RJ principals useful in mediation and coaching

Sue Hemphill is a Sessional Professor at Canadian Mennonite University (CMU) in the Peace Skills Degree Program and an Associate Trainer / Workplace Mediator for Mediation Services (MS). Currently at MS Sue is Lead Trainer for: Cultural Diversity, Communication and Conflict, Adapting to Change, and Assertive Communication



Day Two

PRESENTATION/WORKSHOP | **SERIES THREE**

12:00 PM (CST)

Sakshi Vaish

The Circles: A restorative journey of inmates/ ex-inmates in India

In Indian prisons, the underprivileged suffer the most: approximately 70% are from Scheduled tribes, castes, and religious minorities, 43.4% are 18-30-year-olds, and 6.3% have degrees. The most resourced and urban prison in New Delhi, with 20,000 inmates, reported that 80% earn less than \$106 per month.

A need assessment survey with 1000 criminal justice professionals revealed three shortcomings when we were preparing a restorative intervention to reform and reintegrate prisoners and their communities in April 2021: 1) Lack of restorative justice awareness, 2) Lack of accountability from three stakeholders, and 3) Lack of intervention to ease the judiciary.

The Circles was meant to develop a new generation of leaders with a systems reform lens through the circle process. Prisoners/ex-prisoners build in-house circles to address prison and prisoner issues. Young social thinkers from various professions shadow the leaders to help them reintegrate into society by addressing system concerns like mental health, healing, victim impact, post-release support, etc.

Sakshi Vaish is a criminologist and Doctoral scholar at O.P Jindal Global University, India working towards rehabilitation and reformation of individuals of all genders. She began working on restorative justice in 2020 with the vision of working with the most neglected, marginalized communities and their victims in Indian prisons. Her aim in India is to work on reimagining prisons by creating opportunities for prisoners, ex-prisoner, communities and victims to have fair trial and achieve satisfaction from the judiciary's decision. She is often appreciated for her work with the criminal justice system.

12:00 PM (CST)

Altagracia Montilla

Medicine for the Freedom Dreamer's Spirit: Healing through An Afro-Indigenous Lens to Community Care

BIPOC are constantly in a state of exhaustion, fighting to survive in institutions designed to destroy us mentally, emotionally, physically, and spiritually. To heal, sustain us, and thrive, we must engage in practices built outside of the institution itself. We must remember who we are as we return to our ancestral knowledge. This experience is a space for us to remember and return together, as a community. In *Medicine for the Freedom Dreamer's Spirit: Healing through An Afro-Indigenous Lens to Community Care*, we will live the learning. We will engage in collective healing by exploring and participating in practices that make up the *Characteristics of a Healthy Community*, a set of principles that provide ancestral guidance on a more peaceful and empowered way of being within ourselves and within our communities. We will then explore how these characteristics are used to heal large, intergenerational communities.

Altagracia Montilla is a facilitator, strategist, and organizer whose work is deeply rooted in new world building, founded on the belief that the conditions for a liberated future start with each of us. Altagracia marries her perspectives as a queer, women of color, with her experiences in education, research, community organizing, and change management to design holistic strategies that promote justice, and inspires, connects, and heals communities.

Altagracia is known for her dynamic and original facilitation style and her unique frameworks and methodologies. In the last decade, Altagracia supported dozens of organizations to advance justice and hundreds of organizers center their practice in community care.

Altagracia founded A.M. Consulting, a community of practitioners transforming organizations across the country and Freedom Readers, a virtual book club connecting social justice folks across the globe. Altagracia is the Board Chair of the arts education organization, Sparkhouse and the DEI & Antiracism Coalition Leader of the political and economic advocacy organization, Devotion USA.

Day Two

PRESENTATION/WORKSHOP | *SERIES THREE*

12:00 PM (CST)

Karmay Gorley

Integrating Healing Circle Framework into Advisory and Affinity Programming

This presentation honors and amplifies indigenous and ancestral practices that reinvigorate school environments by addressing the multidimensionality and emotional wellness of their students as a way to foster true inclusivity and equity. It calls upon modalities such as circles, spirituality, restorative justice, and truth and reconciliation to illustrate how to consider the process of healing and what long term repair could look like for a school community through somatic practices, introspection, and safe spaces for authentic dialogue.

Karmay Gorley: she/her Founder of Gloetry, is a Trauma-Informed Circle Facilitator, Culture Consultant, & Executive Coach. Her passion to make social change using the powerful instrument of circle work is what led her to The National Restorative Justice Symposium. Her vision is part of a much larger purpose to return circle practice and indigenous philosophy to our communities, structures and systems in order to preserve and revive what is sacred on earth, relationships. When we take a human-centered approach within our organizations we create a culture of care where we are able to expand into our true selves. Through Gloetry, she specializes in helping folks heal from the impacts of generational trauma, patriarchy, and colonization through the practice of healing circles and training. She spoke at Partnership of Schools with Public Purpose & The NAIS People of Color Conference in 2021 on How to Integrate Healing Circles into DEIA School Programming.



Day Two

PRESENTATION/WORKSHOP | **SERIES FOUR**

1:30 PM (CST)

Izzedin Hawamda

My story VS the story of me

When we take time to reflect upon the stories, myths, and attachments that have shaped our identities, we begin to recognize the limits to our views of the world. We began to realize that our perspectives alone are incomplete. It is only through connecting with others and sharing stories that we can develop empathy and challenge those limitations. This event is designed out of a passion for the power of artistic expression and a desire to create space for meaningful story writing, sharing, and dialogue.

Izzeddin Hawamda was born and raised in a rural village just outside of the city of Nablus in the West Bank, Palestine. He currently works as a high school teacher and is working toward a PhD in Peace and Conflict Studies at the University of Manitoba. Izzeddin, along with Jewish-Canadian, and Quaker colleagues, is a co-founder of (Gaser/Bridge) and has been speaking publicly about the power of dialogue and the importance of sharing, listening, and respecting diverse perspectives and narratives. Izzeddin is also working to develop opportunities for Indigenous students and newcomer students to share spaces and stories in an effort to build bridges and break down the barriers. In addition, Izzeddin is a member of the CRRIC board and a member of the Countering Radicalization to Violence in Manitoba Schools, has been selected to join the first CBC Manitoba Community Advisory Board. Izzeddin believes there so much power in sharing stories with others as it opens spaces for humanization and empathy building.



Day Two

PRESENTATION/WORKSHOP | *SERIES FOUR*

1:30 PM (CST)

Justice Michelle Christopher, Deputy Chief Justice Joanne Durant, Justice Anna Loparco, & Matthew Hinshaw

Wiyasôw Iskweêw - Restorative Justice Pilot Project

The Honourable Justice Beverley Browne - Wiyasôw Iskweêw - Restorative Justice Pilot Project is an Alberta Courts' initiative that was officially launched on March 31, 2022. We were honoured with messages of support from Indigenous elders and community members, as well as the then Federal Minister of Justice David Lametti, then Provincial Justice Minister Tyler Shandro, the Chief Justice of the Court of Queen's Bench (now King's Bench) Mary Moreau, former Chief Justice of the Provincial Court (now the Alberta Court of Justice) Derek Redman, the Deputy Chief Justice Joanne Durant. Significantly, at the launch, the Provincial Minister of Justice announced the creation of the Provincial Restorative Justice Strategy, which is expected to increase funding and support for RJ service providers. The pilot project is named in honour of the late Justice Beverley Browne, who first took the initiative to bring together a dedicated group of judges, lawyers, RJ service providers and Indigenous community members, with the goal of bringing RJ into the mainstream of the Alberta criminal justice system. The project implements a new policy for the referral to RJ of appropriate matters that are before the courts, province-wide, in both the Court of King's Bench and the Court of Justice.

Since the official launch, over 500 cases have been referred from Alberta courts to external agencies (both Indigenous and non-Indigenous) for dialogues between the victims and offenders. These cases relate to over 1,000 separate criminal charges, with 484 referrals through the diversionary stream, and 70 referrals through the pre-sentence stream. *R v Lariviere, 2021 AB B 432* is instructive in demonstrating how a referral to restorative justice impacted the sentencing of an Indigenous person accused of sexual assault. The first phase of the pilot project only involves criminal matters, but it is hoped that later phases will expand restorative practices into family and civil matters. For the criminal pilot project, the referral guidelines provide some context to justice system participants about what restorative justice is, some of its benefits, and how referrals can be made. In brief, any individual charged with a criminal offence who accepts responsibility for the harm caused, may be eligible for a referral to a restorative justice process. Referrals can be made at any point in the process, from post-charge to pre-sentencing. For more information, see Alberta's RJ website - www.rjalbertacourts.ca.



Day Two

PRESENTATION/WORKSHOP | **SERIES FOUR**

1:30 PM (CST)

Justice Michelle Christopher, Deputy Chief Justice Joanne Durant, Justice Anna Loparco, & Matthew Hinshaw

Wiyasôw Iskweêw - Restorative Justice Pilot Project

Justice Loparco holds a Bachelor of Commerce degree from the University of Alberta (1995) and an MBA from McGill University (2003). She worked for 5 years in the railway industry before returning to law school. She has both a common and civil law degree from McGill University (2002 with Great Distinction). As a civil litigator, she practiced in a broad range of areas of law. She has appeared before every level of court including the Supreme Court of Canada, and authored various publications, notably on the topics of the role of expert witnesses and the role of child's counsel. Justice Loparco volunteered extensively in the community and took on many pro bono files.

Justice Loparco was appointed as a judge of the Court of Queen's Bench in 2011 and sits in both official languages in all areas of law. She is involved in several initiatives at the Court including as co-chair of the Restorative Justice Pilot Project and as Chair of the French Language and Interpretation Steering Committee.

Born in Ottawa, **Deputy Chief Justice Joanne Durant** obtained her undergraduate degree from York University and attended Osgoode Hall Law School. Justice Durant practiced as a defence counsel for 2 years in Toronto before joining the Crown Prosecution service. After moving to Calgary, Justice Durant joined the Alberta Crown Prosecution Service where she remained in the position of Assistant Chief Crown Prosecutor until her appointment to the bench in 2011. Justice Durant has also been a sessional instructor at Mount Royal University, the University of Lethbridge and at the University of Calgary law school. In 2017 Justice Durant was appointed as the Assistant Chief Justice in charge of the Calgary Criminal and Regional Courts and in 2021 she was appointed as the Deputy Chief Justice of the Alberta Court of Justice.

As Deputy Chief Justice for the Court, Justice Durant has been involved in many provincial initiatives including oversight of all the province's specialized and Indigenous courts. She remains the mentoring justice in Calgary's Drug Treatment court and presides regularly in that court.

Justice Durant is most proud of her family comprised of her husband, 5 children, 3 cats and 2 dogs. She has also volunteered at a local Humane Society for the last 7 years.

Prior to being appointed in 2018 as the first woman judge of Provincial Court in Medicine Hat, Alberta, the **Hon. Justice Michelle Christopher KC** was a law professor, mediator and pro bono law clinic director with a background in the practice of family and criminal law. She now sits as a Justice of the Criminal Division of the Alberta Court of Justice in Calgary, Alberta. Justice Christopher was the 2016 recipient of the Canadian Bar Association/ Law Society of Alberta Distinguished Service Award for Service to the Community and was appointed Queen's Counsel in 2018. She continues a life-long commitment to volunteer service as a guest lecturer/judge in the trial advocacy and mooting programs at the University of Calgary Faculty of Law, for the Legal Education Society of Alberta, as a director of the Alberta Provincial Justices' Association and the chair of the APJA education committee, and as a member of the Court's internal education and new judges' education program committees. Justice Christopher is co-editor of the Canadian Association of Provincial Court Judges' Journal, published twice-yearly, and she is a member of both the CAPCJ national education committee and the CAPCJ access to justice committee. Justice Christopher is committed to the development of specialized courts and court processes which improve access to justice.

Matthew Hinshaw is Senior Counsel in the Policy Unit of the Alberta Crown Prosecution Service (ACPS). He received a B.Sc. in Neuroscience from the University of Lethbridge in 1999 and graduated from the University of Calgary Law School in 2003. Matthew has been with the ACPS for his entire legal career, first as an articling student, then as a Crown prosecutor with the Calgary Prosecutions Office following his call to the Bar in 2004. During his time in the Calgary office, he prosecuted a variety of offences ranging from regulatory tickets to homicide, and was Team Leader of the Youth Unit for five years. Matthew moved to the Policy Unit in 2013, where he currently provides prosecution policy advice and direction to the Attorney General of Alberta, senior leadership of the ACPS, prosecutors, law enforcement agencies, and other justice system partners. He is regularly involved in law reform activities both provincially and nationally, and represents Alberta at the Uniform Law Conference of Canada and at a number of Federal/Provincial/Territorial tables.



Day Two

PRESENTATION/WORKSHOP | *SERIES FOUR*

1:30 PM (CST)

Kamil Ahmed, Melissa Ash, Christine Ens, Sue Hemphill & Michelle Jackett

Restorative Justice in the Workplace

Leaders in the Restorative Justice sector will gather to discuss the application of RJ principles and philosophy in the context of human resource management. Join **Kamil Ahmed**, Community Mediation, Sulah, and Workplace & Training Coordinator at CJI (ON), **Melissa Ash**, Associate Dean of Administration for the IIRP Graduate School (Bethlehem PA USA), **Sue Hemphill**, Owner Healthy Hive Consulting (MB), **Michelle Jackett**, Senior Consultant with Just Outcomes (ON) and Facilitator for Restorative Approaches for Human Resources at Conrad Grebel University College and **Christine Ens** Executive Director, Mediation Services (MB) in an open and frank discussion about the opportunities and barriers to leading staff and co-creating organizational structures in a way that considers best practices and holds restorative principles at the heart of all human interaction.



Contact

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