

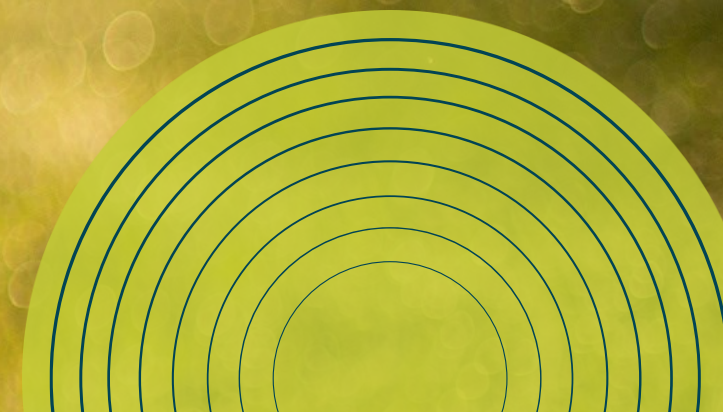


# Interface Children & Family Services

*Restorative Justice Conferencing-  
Harm to Healing Program*

**August 11, 2025**

*if* INTERFACE  
CHILDREN & FAMILY SERVICES





# INTERFACE

## CHILDREN & FAMILY SERVICES

### MISSION

Strengthening children, individuals, families, and communities to be safe, healthy, and thriving through comprehensive social services.





# Program Overview

## Restorative Justice Conferencing (Harm to Healing) Program

- Launched March 2022 in partnership with Probation, DA's Office, and Interface
- Serves ages 12–17 and transitional-aged youth (18–24) Offered in community settings and juvenile facilities
- Aims to reduce recidivism and promote accountability, healing, and reintegration
- Referral criteria determined by DA's office in collaboration with VCPA.
- Exclusionary criteria- sexual offenses

# Core Principals

1. Address harm, needs, and root causes of misconduct
2. Empower victims by including them in decision-making
3. Support youth in taking responsibility and making amends
4. Prioritize relationship restoration, healing, and prevention of future harm





# Key Program Components

## 1) Case Management

- Intake & assessments (SSM and ACEs)
- Use of Evidence-based program and practices
- Coordination with Probation, DA, and service providers

## 2) Restorative Justice Conferencing

- Structured 3-step joint conference process
- Victim involvement or surrogate panel options
- Agreements that are specific, measurable, and restorative



# Areas of Focus

## 1) Reducing System Involvement

- Timely outreach within 48 hours of referral
- Diversion opportunities for first-time and repeat offenses

## 2) Cultural Responsiveness

- Services offered in English & Spanish
- Inclusive engagement strategies for overrepresented communities

## 3) Trauma-Informed Practice

- Staff trained in MI and cultural competence
- Emphasis on healing-centered engagement



# Service Delivery

## *Activities from 07/2022 through 08/2025:*

- **125** youth were referred to Harm to Healing
- **48** youth completed Restorative Justice Conferencing
- Coordinated **4** graduation ceremonies in collaboration with VCPA and VC District Attorney's Office
- Facilitated **2** in-custody RJ Circle Keeping groups
- **15** youth completed 24 weeks of in-custody Circle Keeping



# Program Highlights

## **Client Reach:**

Up to 60 clients served annually (with potential for expansion)

## **Flexible Access:**

Evening & weekend availability; remote services when needed

## **High-Quality Reporting:**

Weekly, quarterly, and annual reports via Welligent system

## **Evidence-Based Tools:**

Integration of Interactive Journaling and Motivational Interviewing



# Program Goals

## Goal 1: Reduce Juvenile Justice Involvement

- 100% of enrolled youth receive conferencing and continued services post-RJC

## Goal 2: Decrease Racial & Ethnic Disparities

- Youth of color are disproportionately impacted by arrests and formal system processing. The RJC program offers an alternative path through voluntary conferencing, reducing the likelihood of further justice system entrenchment

## Goal 3: Address Root Causes of Misconduct

- Comprehensive case management, evidence-based programming, and service linkage
- Pre/Post surveys and data monitoring for program improvement



# Success Story

As I have had the pleasure of doing my role in my position with Justice Services, I have been able to be a part of many youths' experiences with our harm to healing program. So many kids have put effort into taking accountability for their actions and working hard to make things right. There is one specific case that has stuck with me because of the youth's strong drive to make things right with all the people she felt she caused harm too. During our meetings we discussed a plan to make things right. This youth wrote a reflection letter, but we also discussed doing community service. The youth herself suggested she wanted to help her mom at work for her community service. Her mom's work allowed youths to do community service there, so she came up with the idea to do 6hrs of community service working at Apricot Lane Farms. This youth mentioned the labor was hard, but it made her understand the hard work her mother did to provide for them and understood how many people work in fields every day to provide for their families. This made her reflect on her actions and understand what she had done was wrong. After she completed the program, she mentioned to me she wanted to go back to school, so she could have a brighter future. This program gave her a second chance, and she was able to get something positive from it and work on staying on a positive path.





# Questions

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