

WELCOME

The VOMA Board of Directors invites you to join us for the 17th Annual International VOMA Conference and Training Institute in Minnetonka, Minnesota, as we expand our knowledge of “Innovative Practices in Restorative Justice and Victim Offender Processes.” The slate of presenters and the rich variety of victim, offender and community sensitive processes in both the Training Institute and Conference will provide challenges and new ideas that measure up to the Conference theme. VOMA 2000 will mark the 26th year that Victim Offender dialogues have been used in formal programming to assist those harmed by crime. This field has grown continuously and we look forward to dramatic growth in the near future. Plan to join us this September!

- Kay Pranis, Restorative Justice Planner for the State of Minnesota, Department of Corrections, will lead a panel of individuals engaged in Restorative Justice for our opening plenary. The focus of the panel will be to look at the burgeoning growth of Restorative Justice.
- Mark Umbreit and Mary Sam will be our keynote speakers Friday night. Dr. Umbreit is Director of the Center for Restorative Justice and Peacemaking at the University of Minnesota, and has world wide recognition as a researcher, author, practitioner and trainer. Mary Sam is the Director of the Indigenous Justice Project at the Center for Restorative Justice and Peacemaking. Mary’s heritage is part Canadian Ojibwe and she is a trainer and practitioner in the circle process. She is the Chemical Health and Multicultural Coordinator of Robbinsdale Armstrong High School and provides leadership in a variety of Restorative Justice practices in her work with the Center for Restorative Justice and Peacemaking.
- On Monday evening, September 11th, the VOMA Board will host an informal gathering in the Wellington Room adjacent to the Registration area to welcome those arriving for the Training Institute (which begins on Tuesday). On Thursday evening, September 14th, the Conference Site Committee will host a welcome reception for all Conference attendees in the Wellington Room 5 to 7 pm.

TRAINING INSTITUTE Monday, September 11th

7:00-9:00 pm Registration just off the hotel lobby
7:00-10:00 pm Welcome Reception in Wellington Room

Tuesday, September 12th

7:15 Registration and Continental Breakfast in Foyer
8:00-8:30 Welcome
8:30-4:30 Training

Break and Meal schedule for all 3 days of training:

10:00-10:15 Morning break
11:45-1:00 Lunch
2:30-2:45 Afternoon break
5:30-7:00 HOSPITALITY SUITE open each day after training closes

Trainings are rated as either “Basic” or “Advanced.” Basic are trainings which require no previous knowledge or experience in the area of restorative justice or mediation. Advanced trainings assume at least a basic working knowledge and some level of experience in the field of restorative justice and VOM.

CONFERENCE LOCATION & HOTEL RESERVATIONS

The Conference site, the **Ramada Plaza West** (soon to be the Sheridan West) is located just 10 miles west of downtown Minneapolis and is 22 miles from the airport. It is surrounded by the natural beauty of Crane Lake Wildlife Preserve where those who walk or jog can enjoy a path made for nature lovers.

This newly renovated, contemporary designed, hotel features 222 oversized guest rooms with many amenities. Only 150 of these rooms have been reserved for VOMA Conference attendees. On site dining includes Kristi’s American Bistro and Winner’s Sports Bar & Grill. An indoor pool, whirlpool, sauna and fitness center complete this Conference site’s offerings. A YMCA is “next door” for those who desire a more complete workout after hours. Parking is complimentary. The hotel is offering a special room rate of \$75.00 plus tax (same rate for one or more persons in room) for VOMA 2000. Please call to make your own reservations. **Reservations must be made by August 5th.** We are expecting 350+ Conference attendees so we do encourage you to make your reservations early.

Ask for the “VOMA” Group rate.
Ramada Plaza Minneapolis West / Sheraton Minneapolis West
12201 Ridgedale Drive
Minnetonka, Mn. 55305
Telephone: 612-593-0000 or 1-800-588-0443
Fax: 612-544-2090

- Airline Information

Discount fares available for VOMA 2000 with Northwest/KLM airlines. Applies only to flights originating in Canada or the U.S. NW/KLM will discount round trip fares at the rate of 10% for all reservations made 60 or more days in advance of flight, and 5% for reservations made 59 or less days in advance.

To qualify for these discounts all reservations must be made through the Meeting Services Reservations Desk (1-800-328-1111) M-F 7:30am to 7:30pm Central Time. Refer to World File/Ticket Designator **NYMHE**
Use only flights that are NW designated in conjunction with a NW flight, except travel on Mesaba and Express 1. Travel on Northwest affiliate flights is not permitted. Cannot be used with other certificate, coupon, paid upgrades, discount bonus, Airscrip, promotional offers, WorldPerk air travel awards or with other discounted fares such as Military, Government, Senior, International and under \$100.00 round trip fares.

Minneapolis/St. Paul Airport provides convenient access and is served by most major and small airlines. Sorry, no hotel shuttle service from the airport. Regular bus service, airport shuttles and taxi service is right outside the airport baggage claim area.

- Area Attractions

Minnesota’s metropolitan area embraces a variety of cultures, the resulting entertainment opportunities are vast.

- Minneapolis Museum of Art - Scandinavian Art Museum - Nicolett Mall- Euro Galleries
- Minneapolis Sculpture Gardens - Walker Art Museum - Guthrie Theater
- Minnehaha Falls
- Cathedral of St. Paul - Penumbra Theater - Rice Park - Ordway Music Hall
- Mystic Lake Casino
- and many, many more

- Transportation

The hotel has agreed to provide shuttle service within a 10 mile radius. There are approximately 20 restaurants in the area, many overlook beautiful Lake Minnetonka. If you like shopping or, if it’s raining and you want to walk, Ridgedale Mall is located just across the street.

VOMA is grateful to the State of Minnesota and to the County Governments for their significant contribution and support in efforts to further education and best practices in Restorative Justice endeavors.

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Saturday, September 16th

agitator” in Minnesota, and brainstorm about how you might enlist greater support from your state and local corrections for restorative justice.

Presenter: Susan L. Stacey, Restorative Justice Associate Planner, Minnesota Department of Corrections. Her background includes community organizing, law, training, working with victims and offenders for twenty years. She received a 1997 PUPA award recognizing “innovative public servants.”

Workshop 37 - Taking Responsibility. An Inquiry into the Process of Accountability

This workshop will provide a summary of the Accountability Seminar, a project conducted this past year with men serving life sentences at Washington State Reformatory. The seminar, structured as a “learning community” was an effort to inquire deeply into what impedes and what facilitates offenders taking responsibility for their crimes. The design, evolution and findings of the seminar will be reviewed.

Presenter: Joy Helmer, M.S., is a VOM mediator and trainer in Seattle. She is deeply involved in RJ issues in Washington State. Joy has been a psychiatric nurse and practiced for over 30 years in mental health arena.

3:30 - 3:45 Break

3:45 - 5:00 Closing Plenary

“Future Visions”

This plenary will include a guided reflection celebrating our past and looking ahead to the challenges and opportunities we face as VOMA and this field continue to evolve.

Moderated by: Bobbie Boland lives and works in St. John’s, Newfoundland. She is in private practice in clinical social work consulting and training. Bobbie co-authored a handbook titled “Keeping an Open Mind” which looks at gender inclusive analysis, restorative justice and alternative dispute resolution and **Drew Smith** is the New Jersey Statewide Restorative Justice Coordinator and has served in the area of juvenile corrections since 1978 in a variety of positions.

TRAINING INSTITUTE

Tuesday, September 12th

Three-day Training (Tuesday-Thursday)

Training A Introductory VOM Training (3 day -Basic)

This experiential, interactive training is designed to provide participants with a basic understanding of the victim-offender mediation process and the skills necessary to mediate effectively. Gain understanding of victims and offenders, explore benefits and risks of the process, and learn restorative justice concepts. Through presentations, exercises, role-plays, and demonstrations, develop skills in communication, facilitation, and mediation. Following training, participants will need to apprentice with experienced mediators. (limited to 30 participants)

Trainers: Jean Greenwood, M. Div. Trainer, researcher, writer, and speaker in the field of victim offender mediation and restorative justice; nine years of experience in VOM as mediator and program director; **Terri Grob** has been involved in the RJ field since 1991 as volunteer mediator, program manager, trainer, presenter, statewide community organizer and now as contractor/consultant in her own business: “Restorative Justice Project.”

Two-day Training (Tuesday-Wednesday)

Training B The Circle Process - A Restorative Justice Concept (2 day -Basic)

This training will consist of experiential learning in the circle areas of Application/referral, Social Compact, Healing Circle(s), Sentencing Circle, and Sentence Covenant. Also covered will be the role of circle keeper, now called circle supporter. This will be a nuts and bolts type of training where you will experience all of the above.

Trainers: Terry Anfinson is the Executive Director of the Anishinabe OIC on the Mills Lacs Reservation, host to the Mills Lacs Community Circle Process; **Gerri Gabbow** is the Coordinator for the Mills Lacs Community Process Circle. Terri is also a member of the core group and facilitates as a circle supporter.

One-day Training (Tuesday)

Training C Mediated Dialogue in Crimes of Severe Violence: An interactive overview (1 day -Basic)

Presenters and training participants interact regarding information and materials shared about the development of five unique programs which primarily or exclusively facilitate mediated dialogue in crimes of severe violence. Presentations will cover basic core beliefs and value-based practices; philosophy and approach in screening, training and support related to use of volunteers; in-system development/administration issues; role of the mediator; content and extent of preparation of both victim and offender throughout the process; and specific training opportunities available in order to initiate this process.

Trainers: David Doerfler, State Coordinator, Victim Offender Mediation/Dialogue, Texas Department of Criminal Justice, Victim Services Division, Austin, TX; **Marcia Drew**, Office of Victim Advocate, Camp Hill, PA; **Karen Ho**, Administration of the Office of Victim Services for Ohio Department of Rehabilitation and Corrections, Columbus, OH. **Bruce Kittle**, J.D. and M. Div., Director of Restorative Justice Project, University of Wisconsin Law School, Madison, WI; **Mark Umbreit**, Director, Center for Restorative Justice and Peacemaking, School of Social Work, University of Minnesota, St. Paul, MN.

Training D Community Justice Zone (1 day -Basic)

A pilot project, the Community Justice Zone, was created by grassroots community action, along with a vision to build communities that embrace principles, philosophy and practices of Restorative Justice. The Minnesota State Legislature and Dakota County Corrections are supporting plans in three cities to involve citizens more fully in crime prevention and intervention. Join us for an experiential approach to the successes and challenges of this exciting and innovative initiative. (limited to 35 participants)

Trainers: Anne McDiarmid is a criminal justice consultant with 30 years experience in corrections. She is Program Services manager for Dakota County Community Corrections; **Terrie Ten Eyck**, Leadership consultant, speaker and trainer, is President of Intellectual Architects, and has volunteered with Dakota County Community Corrections since 1998; **Ann Warner Roberts** is a researcher and practitioner with the Center for Restorative Justice and Peacemaking, University of Minnesota and Dakota County Community Corrections.

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Half-day Training (Tuesday)

Training E Starting a VOM Program (1/2 day morning -Basic)

This training will focus on how to start and expand a program. Participants should have a basic understanding of VOM/C. This training will focus on administrative issues including referral sources, utilizing volunteers, collaborating with community agencies and funding. In addition, issues of building support and relationships in the community will be addressed.

Trainers: **Alanna Summers** is the Coordinator of Victim Offender Interpersonal Conferencing (VOICe), in Raleigh, NC; **Charlie Blackburn** is the VOICe facilitator and trainer at ReEntry Youth Development and is a doctoral student at NC State.

Training F Volunteers - How do we get them, how do we keep them? (1/2 day afternoon -Basic)

Our volunteer facilitator/mediators are at the heart of most victim offender dialogue and conferencing programs yet recruiting and retaining them is one of our most difficult tasks. This workshop takes a look at some of the lessons learned by one community. It is designed for those who are trying to develop or expand their programs.

Trainers: **Stephanie Haider** has been a probation officer in Dakota County, MN for thirty years. She has developed programs including VOM and the Restorative Justice Conferencing Program and is a restorative justice trainer for the National Institute of Corrections; **Ruth Fonstad** has been a volunteer coordinator for 2 years for Dakota County Community Corrections; **Suzanne Tweeton** has been with the Dakota County Community Corrections Restorative Conferencing Program since November 1997.

Wednesday, September 13th

7:15 Registration in the hotel lobby

8:00-4:30 Training

Continued Training

Training A Introductory VOM Training (3 day con't from Tuesday -Basic)

Training B The Circle Process - A Restorative Justice Concept (2 day con't from Tuesday -Basic)

Two-day Training (Wednesday-Thursday)

Training G Victim Offender Mediation - Deepening our Practice (2 day -Advanced)

This interactive training will draw on areas of expertise of the presenters and will enable participants to hone existing skills, share experiences and struggles and deepen understanding of victim offender issues. Theory sessions will be interspersed with practical skills and coached role-plays in order to give participants a chance to put skills into practice. The training will include the examination of advanced communication skills, positions and interests, case-development issues, and the importance of mediation model flexibility.

Trainer: **Dorothy Barg Neufeld** has been involved in VOM as a caseworker and trainer at Mediation Services in Winnipeg for thirteen years and is active in the development of restorative justice practices; **Sandra Koop Harder** has been involved in victim offender mediation since 1996 doing volunteer coordination, casework and trainings for Mediation Services.

One-day Training (Wednesday)

Training H(1) Dealing with Past Sexual Abuse Restoratively - An Introduction (1 day -Basic)

This training will provide an orientation to Sexual Abuse from victim and offender perspective and will serve as a back drop for outlining a process of facilitated dialogue to bring healing to those victimized, those offending, and their respective families and communities (offered in Training H on Thursday).

Trainer: **Mark Yantzi**, Team Coordinator at Community Justice Initiatives. In 1976, Mark was involved in starting the first VORP in North America. He is the author of Sexual Offending and Restoration (1998).

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Presenters: **Ann Warner Roberts**, is a researcher, practitioner and advocate with the Center for Restorative Justice and Peacemaking, University of Minnesota and Dakota County Community Corrections; **Beverly Moore**, is Program Manager, Restorative Justice Program at Community Mediation Services in Eugene, OR. Beverly has an MS in Community and Regional Planning; **Carolyn McLeod** is the Program Coordinator for Washington County Court Services Community Justice in Stillwater, MN and a nationally recognized trainer/leader in innovative restorative justice practices.

Workshop 32 - Encouraging the Police to support Restorative Justice Initiatives

The Police Service in Thames Valley, England has been leading the field in the development of Restorative Conferencing in the UK since 1994. As a result of their innovative work, the conferencing process is being integrated into legislation to provide a more effective response to juvenile crime. The workshop will provide an overview of the research and development of Restorative Conferencing and encourage participants to introduce the process in partnership with local law enforcement officers.

Presenters: **Ken Webster**, former Senior Police Officer, has been at the forefront of the development and training of Restorative Justice Initiatives in the UK since 1994; **Dave Hines** is currently a Police Officer with the Woodbury Police Department, MN and is a pioneer in using Restorative Conferencing in the US since the early 1990s.

11:45-1:45 Lunch/Annual VOMA Membership Meeting

1:45-2:00 Break

2:00-3:30 Afternoon Workshops

Workshop 31B - Expanding VOM Practice into the 21st Century (PART 2)

Presenters: **Ann Warner Roberts; Beverly Moore; Carolyn McLeod.** See description for 31A

Workshop 33 - The Role and Power of 'Ritual' in the Conference Process

The purpose of this workshop is to expand our thinking and creativity for the benefit of victims, offenders and community conference participants. We will discuss methods of opening and closing a conference session in ways that: engage participants and enhance the meaning of the conference for them, help set the tone of the conference 'up front' and close the session by affirming the work they've accomplished together. The workshop will present ideas and participants will interact and learn from each other.

Presenter: **Terri Grob** has been involved in the RJ field since 1991 as volunteer mediator, program manager, trainer, presenter, statewide community organizer and now as contractor/consultant in her own business: "Restorative Justice Project."

Workshop 34 - Keeping the Pieces: A Unified Family Court Model for Child Protection Using Mediation

This workshop will describe the first two years' experience with this model project which, beginning with a child protection case, unifies all court cases involving a family before one judge and employs the same team of child protection workers, attorneys, and family support resources to address all the cases. Using mediation, the parties attempt to resolve all the cases involving the family, including felony child abuse or neglect charges, rapidly and with the best interests of the children guiding the process.

Presenter: **Thomas L. Rhorer**, M.Div., J.D., is an attorney/mediator whose law practice focuses on the representation of children and whose mediation practice centers on child protection, high conflict divorce and special education; **Susan K. Wiese**, M.S.W. is coordinator of Mediation Services in LaCrosse, WI. Mediation experience includes VOM, workplace and child protection mediation. Sue is treasurer of the VOMA board.

Workshop 35 - Community Impact Panels - A Presentation

The community impact panel program brings together those who offend and community representatives in a facilitated meeting. The goals of the panels include giving the community a more meaningful role in the justice system, reducing recidivism rates, and devising strategies to prevent future offenses. The session will review the panel's facilitative model, strategies for identifying potential community issues and members, and a brief role play.

Presenter: **Stuart Sears**, the Coordinator of the Victim Services' Dispute Resolution Program at the Midtown Community Court (NYC), holds a Masters Degree in Contemplative Psychotherapy from the Naropa Institute.

Workshop 36 - Enlisting Support from State/Local Corrections for Restorative Justice

The Minnesota DOC Restorative Justice Initiative is the longest-established state staff whose sole purpose is to promote restorative justice. Working on a shoestring budget, without authority over anyone, their efforts have been remarkably useful to Minnesota communities and organizations developing restorative justice projects. Come hear about Sue Stacey's experience as an "outside/inside

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threatening, safe environment.

Presenter: Regina Sobieski is the Assistant Director for Victim Advocacy and Research for MADD's National Office and has been with the organization since 1990 and is well known for her research in the area of victim participation/satisfaction with the criminal justice system.

10:00-10:15 Break
10:15-11:45 Morning Workshops

Workshop 25B - System Issues in VOM (PART 2)

Presenter: Lorna Monkman and **Sandra Koop Harder**, See description for 25A.

Workshop 27 - Public Relations Potential in Victim Offender Mediation/Conferencing Programs

Effective Publicity is a must for developing a restorative justice/victim offender mediation/conferencing program. Public Relations is a 24/7 activity. Some public relations activities are obvious but some are not. This workshop will help you identify public relations opportunities that are often overlooked. Participants will discover some practical tools for maximizing public relations effectiveness by seizing every public relations opportunity.

Presenter: Rick Rodrick teaches courses in Public Relations and Organizational Communication in the Communication Studies Department at the University of Wisconsin - LaCrosse where he is an Assistant Professor.

Workshop 28 - Important Moments Inside the Process of Mediation

This workshop will explore sure issues as getting information without asking questions once we realize our questions have a certain intention and effect; the difference between observing on one side and evaluating, analyzing, judging on the other side. Questions such as "What is fairness when compared to diversity in culture and origin?" and "What is truth compared to the eye of the observer?" will be discussed. Differences in communication methods between the transformative approach compared to the settlement driver approach will also be addressed.

Presenter: Hans Boserup is an attorney in Denmark. He is also a trainer of mediation in the US, Ireland and Germany and the author of several books and articles.

Workshop 29 - Restorative Justice in Federal Death Penalty Cases

Bringing restorative justice concepts to federal death penalty cases is being done through a Soros Justice Fellowship in partnership with the Federal Death Penalty Resource Counsel Project. Originally developed during the Oklahoma City bombing this work seeks to help judges, prosecutors and defense attorneys think restoratively about responding to homicide cases.

Presenters: Tammy Krause, MA in Conflict Transformation, Soros Justice Fellow, victim liaison, has worked with defense teams on ten federal capital cases in outreach to victims' families; **Bruce Kittle**, J.D. and M. Div., Director of Restorative Justice Project, University of Wisconsin Law School, Madison, WI.

Workshop 30 - Restorative Justice Planning and Circles: A Successful School and Community Collaboration

Restorative justice planning in school creates an understanding of what happened, what was the underlying issue of conflict, who was affected and what can be done to repair the harm experienced. The Circle helps repair the harm together rather than send out the individual from the educational setting where learning takes place. This workshop will listen to real situations which might have resulted in court action yet were resolved through collaboration. Data gathered from actual school community participants following the process will be reviewed and opportunity to witness/role play scenarios following an overview of the circle process will be provided.

Presenter: Mary Leadem Ticiu is the Restorative Justice Planner at Lincoln and District Restorative Justice Coordinator for South Saint Paul Public Schools; **Stacy Elliott Sarff** is a Restorative Justice Planner and teacher on special assignment to serve K-6 building of nearly 900 students in the South Saint Paul Schools; **Michael Stanefski** is a Restorative Justice Planner in 7-12 Junior/Senior High School setting and a licensed school social worker; **Jam Lanus** is the High School Dean for South Saint Paul Public Schools.

Workshop 31A - Expanding VOM Practice into the 21st Century (PART 1)

This workshop will provide an opportunity to move beyond the basic two-party, face-to-face mediation practice to conferences and circles involving more participants: victims and offenders (or parties in conflict), immediate and extended family members, other members of their community, mentors, other systems representatives, etc. Workshop attendees will be introduced to a variety of processes that creatively combine options to meet the specific needs of the participants.

TRAINING INSTITUTE

Wednesday, September 13th

Training I Restorative Justice Conferencing Program Models and Curriculums (1 day - Basic)

This training will feature a smorgasbord of program models and curriculums being used throughout the country. Some of those featured will include the Restorative Group Conferencing curriculum that will be available for national distribution through the National Institute of Corrections as well as curriculums from Colorado, Pennsylvania and Minnesota.

Trainer: Carolyn McLeod, program coordinator for Washington County Court Services Community Justice in Stillwater, MN and a nationally recognized trainer/leader in innovative restorative justice practices; **Susan L. Stacey**, is a Restorative Justice Planner for the Minnesota Department of Corrections with a background in community organizing, law, training and work with victims and offenders for twenty years; **Lorraine Stutzman Amstutz**, Director, Mennonite Central Committee Office on Crime and Justice, Quakertown, PA and co-author of the VOC curriculum used in Pennsylvania's Juvenile Justice System.

Training J Exploring VOM as Early Intervention in Domestic Violence Cases (1 day -Advanced)

The Edmonton Victim Offender Mediation Society (Alberta, Canada) has mediated slective spousal assault cases over the past two years. Through sharing information, group discussion and role-play demonstration, the presenters will help provide insight into the role that VOM can play in certain cases of spousal domestic violence.

Trainers: Alan Edwards mediates with EVOMS and instructs ADR courses for the University of Alberta and the Alberta Arbitration and Mediation Society (AAMS); **Judith Lake** mediates for EVOMS and the Alberta Justice Civil Claims Mediation Program and coaches ADR courses for the University of Alberta and the AAMS.

Half-day Training (Wednesday)

Training K Basic Offender Sensitivity (1/2 day morning -Basic)

The basic tenets for working "sensitively" with offenders begins with the practitioner's self-awareness. From that "base-line of heart-knowledge" flows a relationship built on embracing deep-seated feelings, modeling a "safe place," understanding denial as a natural process manifest within all persons, re-framing accountability as a positive gift to self and others, providing structure and tools toward an offender's journey of self-awareness, and learning to "trust the process." Specific exercises, inventories and other "preparation work" will be provided to participants.

Trainer: David Doerfler, State Coordinator, Victim Offender Mediation/Dialogue, Texas Department of Criminal Justice, Victim Services Division, Austin, TX.

Training L Victim Empathy Training with Offenders (1/2 day afternoon -Advanced)

This training will provide an overview of a 4 day Victim Empathy Training curriculum being used in prisons and community corrections settings (based in part on the 60 hour model developed by MADD & the California Youth Authority). Issues relating to working with those who offend on recognizing harm, developing empathy, forgiveness, and the use of victim panels as part of this training will be discussed. This will be an interactive training, with the focus on over viewing techniques and strategies with limited skills based training.

Trainer: Bruce A. Kittle, J.D., MDiv., is an ordained pastor with the United Church of Christ and is the director of Project Hope.

Thursday, September 14th

7:15 Registration
8:00-4:30 Training

Continued Training

Training A Introductory VOM Training (3 day con't from Tuesday/Wednesday -Basic)
Training G Victim Offender Mediation-Deepening our Practice (2 day con't from Wednesday -Advanced)

TRAINING INSTITUTE

Thursday, September 14th

One-day Training (Thursday)

Training H(2) Dealing with Sexual Abuse Restoratively (1 day -Advanced)

This training will apply the approach and model presented in the introductory training presented in training H(1) on Wednesday. The training facilitator will present case examples. Participants can bring examples as well. Difficult and complicating issues will be outlined and discussed. Although this training can stand alone, Wednesday's introductory training is required if participants do not have other experience in this area.

Trainer: Mark Yantzi.

Half-day Training (Thursday)

Training M Cultural Biases and Values: Through the Looking Glass (½ day morning -Basic)

Being aware of our own cultural biases and values is an important step in our journey toward working competently with diverse populations. This interactive training will encourage participants to explore their own values and cultural identity, while gaining a better understanding of how these issues affect our work.

Trainer: Sheri Gatts, Coordinator, VOC Program, Community Adolescent Programs, Madison, WI.

Training N Victim Sensitivity Training (½ day afternoon -Basic)

This training will focus on the trauma of victimization, including crimes of severe violence. Participants will increase their understanding of the victim's experience and their ability to work sensitively with crime victims, and will address the ways in which victim offender mediation can assist victims.

Trainer: Jane Riese, LSW is the Bullying Prevention Coordinator for Family-Child Resources, Inc., York, PA, as well as director of the local VOM program.

Training O Innovative Practices for developing Victim Offender Programs: Using ALL of your Public Relations Potential (½ day morning -Advanced)

Effective Publicity is a must for developing a restorative justice/victim offender mediation/conferencing program. This workshop will help you identify public relations opportunities that are often overlooked and will consider some practical tools for maximizing public relations effectiveness by seizing every public relations opportunity.

Trainer: Rick Rodrick teaches courses in Public Relations and Organizational Communication in the Communication Studies Department at the University of Wisconsin - LaCrosse where he is an Assistant Professor.

Training P Grant Writing 101 (1/2 day afternoon -Basic)

This four-hour training is designed for those individuals who have never written a grant or are interested in pursuing grant funding. The training will provide participants with a general overview of philanthropy and how grant writing fits into the overall development plan. Each participant will be able to conduct prospect research, identify the basic components of a grant, a letter proposal, documentation techniques, and the nuances of grantsmanship. Each participant will work in a group to research a foundation prospect and draft a letter proposal.

Trainer: Barbara Ann Hughes, BFA, is on the staff of the Family Court of St. Louis County as a Community Service Coordinator where she manages a caseload of juveniles and oversees the Court's VOD program.

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Saturday, September 16th

7:30-8:30 Registration in the Hotel Lobby

8:30-10:00 Morning Workshops

Workshop 20 - Truancy Mediation: A Collaborative Approach to Truancy Intervention.

The lessons learned from a collaborative pilot program between Jordan School District and the Administrative Office of the Court in Utah will be shared in this workshop (mediation for families as an alternative to juvenile court). The process brought school personnel and the family together to find a solution to the truancy problem.

Presenters: Kathy Elton is the Acting Director of Alternative Dispute Resolution Programs for the Administrative Office of the Courts in Utah. She is a co-chair of the VOMA Board of Directors; Kerrie Naylor is currently the principal at West Hills Middle School in West Jordan, Utah and received her Ph.D. in educational administration and leadership from the University of Utah.

Workshop 21 - Grant Writing - The Real Basics

This one and a half-hour presentation is for those individuals who have never written a grant, but want to learn the essence of the process. The presentation will provide participants with a basic overview of philanthropy, prospect research and the components of a grant proposal. Each participant will be placed in a group and asked to conduct prospect research using a Foundation Directory.

Presenter: Barbara Ann Hughes, BFA, is on the staff of the Family Court of St. Louis County as a Community Service Coordinator where she manages a caseload of juveniles and oversees the Court's VOD program.

Workshop 22 - Engaging Faith Communities in Restorative Justice

This workshop will explore methods of mobilizing faith communities for direct involvement in restorative justice programming, including strategies and structures.

Presenter: Jean Greenwood, M. Div. Trainer, researcher, writer, and speaker in the field of victim offender mediation and restorative justice; nine years of experience in VOM as mediator and program director.

Workshop 23 - Infusing Restorative Justice into Undergraduate Education

Exploring the possibilities of teaching Restorative Justice to undergraduate students, this workshop will draw on participant's experiences with teaching undergraduates, discuss one case study of a VOM course taught to criminal justice majors, and present results of an informal survey on efforts to infuse RJ into undergraduate curriculums.

Presenter: Jeff Gingerich is Assistant Professor of Sociology at Bluffton College and a doctoral candidate in the Department of Sociology at the University of Pennsylvania.

Workshop 24 - Advancing Social Justice Through Restorative Justice

Through dialog among participants this workshop will explore the potential of restorative processes to advance social justice goals. Discussion will attempt to identify ways to maximize the impact on social justice issues.

Presenters: Kay Pranis works for the Minnesota Department of Corrections promoting restorative justice and providing support to grassroots restorative initiatives; Don Johnson, Hennepin County Attorney's Office, Juvenile Division. Don participates in the North Minneapolis Community Justice Circle for juveniles and does speaking and training on restorative justice and circles.

Workshop 25A - Addressing Systemic Issues in Victim Offender Mediation/Conferencing (PART 1)

Models such as VOM/C can provide alternatives to court and the larger legal justice system. Some challenges arising from this process include systemic issues such as poverty, inaccessibility to resources, physical and mental disabilities, beliefs and values held by those within the dominant system, etc. In addition to sharing various approaches and ideas to addressing systemic issues, interactive techniques and exercises will be shared utilizing the skills, experience and knowledge of workshop participants.

Presenter: Lorna Monkman is a Metis woman from Winnipeg. She has worked with youth in a variety of settings from youth jails to victim offender mediation/conferencing; Sandra Koop Harder has been involved in VOM since 1996 doing volunteer coordination, casework and trainings for Mediation Services, Winnipeg.

Workshop 26 - Some Things IMPACT a Lifetime: A Victims' Voice Heard

Yes, some things do impact a lifetime and because they do, Mothers Against Drunk Driving and the CA Youth Authority developed an innovative educational strategy for offenders. This national program, Victim Impact Classes/Panels for Offenders, stresses personal responsibility and consequences for criminal behavior while emphasizing the victim perspective. This workshop will introduce participants to this program which provides a forum for both victims and offenders to discuss crime and victimization in a non-

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Friday, September 15th

Workshop 17 - Recognizing Our own Cultural Biases

As practitioners and human beings, we bring our own history and cultural heritage to our work in restorative justice and VOM. This experiential workshop will encourage participants to open and explore their own issues in a non-threatening setting in order to increase awareness of how our own issues affect our work.

Presenter: Sheri Gatts, Coordinator, VOC Program at Community Adolescent Programs in Madison, WI.

Workshop 18 - Working with Victim Service Programs

This workshop will assist participants in effectively forging closer working relationships with victim service programs. It will assist in gaining a better understanding of the view of mediation and the restorative justice movement from that victim service perspective.

Presenters: Mary Achilles was appointed by Gov. Tom Ridge of Pennsylvania as the first statewide Victim Advocate in 1995 and has developed several innovative programs within the state correctional system; Lorraine Stutzman Amstutz is the Director of the Mennonite Central Committee Office on Crime and Justice and an Associate of Eastern Mennonite University's Institute for Peacebuilding.

Workshop 19 - Crime as a Catalyst to Build Community

A restorative approach to justice depends on practices that heal the community's injuries and the community becoming an active participant in the process. This workshop will explore ways the community can become more involved and will highlight the Volusia County (FL) project for the Restorative Justice Institute which is engaging the community in unique ways.

Presenter: William T. Preston has 20 years of experience in legal practice in several areas of specialty and 10 years of policy development experience. Bill assisted in the drafting of the ABA Victim Offender Mediation/Dialogue Resolution commonly used today.

4:15 - 4:30 Break

6:00 - 7:00 Join us for a mixer in the hospitality room.

7:00 - 9:00 Keynote Dinner

Keynote Speakers: Mary Sam and Mark Umbreit - "VOM in the 21st Century, Dangers and Opportunities"

Mary Sam will reflect on her involvement in restorative justice and peacemaking, drawing on her Ojibwe tradition. Mark Umbreit will reflect on how Restorative Justice and the VOM field enter this new century with a number of lingering potential dangers and enormous opportunities as it moves from the margins to the mainstream.

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7:15-8:00 Registration in the hotel lobby

8:00-8:30 Welcome

8:30-10:00 Opening Plenary

Weaving the Path of Restorative Justice

Kay Pranis, Restorative Justice Planner for the State of Minnesota Department of Corrections, will lead a panel of representatives from a variety of programs in a discussion about the possibility for strengthening the fabric of restorative justice in the new century. Dialogue will include examining ways to inter-weave the needs of victims, offenders, communities and systems in order to create safer, healthier places where all can thrive.

Moderated by: Carolyn McLeod

10:00-10:15 Break

10:15-11:45 Morning Workshops

Workshop 1 - Issues in Starting a Victim Offender Program

This workshop includes: Types of Programs, Types of Cases, Funding and Development, Training and Community Education, Networking and Expansion. The Stakeholders are the key to success in the development for mediation program.

Presenter: Mary Ellen Bowen is the Executive Director of the recently established program Mid South VORP in Hohenwald, TN; Linda Mix, Mediation Services of Putnam County, TN.

Workshop 2 - Spiritual Language Issues in Victim Offender Communication

This workshop calls for understanding of and uniformity in language as it relates to spirituality issues such as the distinction between meeting, mediation, and reconciliation; letting go psychologically and forgiving; God's will and God's providence; healing and closure; denial and hope.

Presenters: Together, Janice Lord and Anne Seymour represent nearly 50 years as crime victim advocates. They have filled leadership positions for national organizations and volunteer on numerous national victim coalitions.

Workshop 3 - Restorative Measures: Evaluation of the In-School Behavior Intervention Grants

The In-School Behavior Intervention Grants were awarded to four school districts by the MN Legislature as part of the three-year demonstration project on school based restorative measures. The first year evaluation report will be presented in this workshop, including project descriptions and purposes, figures, developments and lessons learned. The challenges of tracking attendance and suspensions in all of their forms will be discussed. An update on other restorative measures practices and initiatives in Minnesota schools will also be presented.

Presenter: Nancy Riestenberg is a Prevention Specialist with the Office of Community Services MN Dep. of Children, Families and Learning. She is editor of Restorative Measures, a primer on restorative justice for schools.

Workshop 4 - Issues of Diversity

As practitioners working to carry out principles of restorative justice in the work that we do, it is important to recognize issues of race, gender, ethnicity, geography that impact all that we do. This interactive workshop will focus on those issues and look at ways that we can continue to creatively work at solutions that will enhance the principles that guide us.

Presenter: Lorraine Stutzman Amstutz is the Director of the Mennonite Central Committee Office on Crime and Justice, Quakertown, PA; Bobbie Boland lives and works in St. John's, Newfoundland. She is in private practice in clinical social work consulting and training; Bruce Kittle is Director of Project Hope, a non-profit faith based organization working with faith communities and governmental bodies in the application of restorative justice principles; Drew Smith is the New Jersey Statewide Restorative Justice Coordinator and has served in the area of juvenile corrections since 1978 in a variety of positions.

Workshop 5 - Transitional Conferencing for Offenders and Families

Transitional Conferencing is a process for offenders and their families to help with community reintegration. The workshop will discuss this process, its roots in VOM and will describe how we meet with an offender, then with their family, and finally with both, so they can express concerns and issues about the transition back to community. Some persons who have experienced this process will be present at the workshop to share their story.

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Presenters: **Dave Sorenson** is a graduate of Metropolitan State University and is a part-time volunteer with the Transitional Conferencing Program; **Mary Maas** works with Transitional Conferencing for men and women who are incarcerated and their families.

Workshop 6 - Victim Offender Conferencing; Current Northern Ireland Position

With our regional government in suspension, we await an important Criminal Justice Review Publication. This workshop will provide critical analysis and reflection upon the place Restorative Justice holds in our justice system. In a period of political uncertainty, the debate on Restorative Justice is healthy. The various criminal justice agencies appear intent on claiming ownership of the philosophy - no bad thing really as three years ago few had heard of Restorative Justice.

Presenter: **Martin McAnAllen** with 25 years experience within a probation setting and currently specializing in Youth Justice and Restorative Justice. Martin coordinated the first Victim Offender Conferences in Ireland.

Workshop 7 - Confidentiality in VOM - A False Promise?

Confidentiality is critical when victims and offenders meet whether it is through victim offender meetings, family group conferences or in circles. This panel will look at statutory protections, the Texas Attorney General Opinion and the Uniform Mediation Act to see what the status of program confidentiality is. Constitutional issues will come into this discussion as well as mandatory reporting provisions. Suggestions will be offered on how to design programs with confidentiality in mind.

Presenter: **Kathleen Bird, J.D.**, is the Director of the Office of Dispute Resolution Services for the 7th Circuit in Kansas City and administers a variety of court-connected mediation programs for Family and Juvenile court.

11:45-1:00 Lunch

1:00-2:30 Afternoon Workshops

Workshop 8 - The Role of Forgiveness in Victim-Offender Mediation

What is forgiveness, how is it viewed by society and what role does forgiveness play in VOM? Is remorse or an apology necessary for forgiveness to happen and does this implicate a party's faith or religious views? What role does the mediator play (or not play) in the forgiveness process? This workshop will explore all of these questions and more in a facilitated discussion format. Join us for a lively dialogue on an important issue.

Presenters: **Kathy Elton** is the Acting Director of Alternative Dispute Resolution Programs for the Administrative Office of the Courts in Utah. Kathy received her Masters in Public Administration focusing on restorative justice and organizational culture; **Jan Bellard** is the Restorative Justice Project Director for Mediation Network of North Carolina (MNNC). She provides restorative justice and victim offender training for mediation centers, community groups and the Department of Corrections throughout the state.

Workshop 9 - Board development

This one and a half-hour presentation will focus on how to identify, cultivate, recruit and maintain effective Board members. Emphasis will be placed on making Board members aware of their fiduciary responsibilities, as well as setting agency policy. Role playing will be employed as part of the training process.

Presenter: **Barbara Ann Hughes, BFA**, is on the staff of the Family Court of St. Louis County as a Community Service Coordinator where she manages a caseload of juveniles and oversees the Court's VOD program.

Workshop 10 - VOC and Prosecution

As gatekeepers to the criminal justice system, prosecutors have great impact on local legal culture. Some prosecutors are receptive to Restorative Justice principles while others claim not to be. Yet, each prosecutor will have handled a case for which RJ principles make sense. This workshop will allow participants to share ideas and explore options in dealing with local prosecutors and local legal culture.

Presenter: **David Lerman, J.D.**, has been with the Milwaukee County District Attorney's Office for 11 years and chairs the Milwaukee County Task Force on Restorative Justice, and oversees Milwaukee's Community Conferencing Program.

Workshop 11A - Encountering the Other: Victim Offender Mediation in Serious Crime (PART 1)

This workshop will present an overview of promising models in restorative justice with a focus on Fraser Region Community Justice Initiatives Association's (FRCJIA) Victim Offender Mediation Program, the first state sanctioned and funded program for use in cases involving serious crime. Through lecture, visual aids, and the words of program participants, information will be provided on VOMP objectives, values, principles and process and on the treatment and trauma recovery implications for victims, offender and communities.

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Presenters: **David Gustafson** (M.A., R.C.C.) is Co-Director of FRCJIA in British Columbia, Canada. Dave is also a trauma recovery clinician and Adjunct Professor of Criminology at Simon Fraser University; **Sandi Bergen** (B.A.) is Co-Director of FRCJIA. She is a case developer and mediator for FRCJIA's Victim Offender Mediation Program for victims and offenders impacted by serious and violent crime.

Workshop 12 - Peacemaking Circles - A Community Partnership with the Criminal Justice System

This workshop will provide an overview of the Peacemaking Circle process and descriptions of a variety of projects in different communities. Circles are being used for sentencing, for support while in institutions and for reintegration into the community.

Presenters: **Kay Pranis** works for the Minnesota Department of Corrections promoting restorative justice and providing support to grassroots restorative initiatives; **Gwen Chandler Rhivers** works for the YWCA of St. Paul and participates in the Summit University/Frogtown Community Circle in St. Paul. She also uses circles in the transitional housing program she directs for the YWCA.

Workshop 13 - "Are Girls as Difficult to Provide Services for as they Say?"

"Yes" is the answer from many juvenile justice service providers. This may help explain why most service delivery systems were designed for males and are fraught with bias - intentional and unintentional. No wonder girls resist our interventions! This workshop will discuss the differences in psycho social development between boys and girls, the societal context in which girls live, and what effective gender responsive services are for girls.

Presenter: **Paula Schaefer** does program development and provides technical assistance and training for service providers on gender specific services for girls and restorative justice. Paula learns a great deal from girls and is inspired by their indomitable spirits.

2:30 - 2:45 Break

2:45 - 4:15 Afternoon Workshops

Workshop 11B - Encountering the Other: Victim Offender Mediation in Serious Crime (PART 2)

Presenters: **David Gustafson** and **Sandi Bergen**. See description for 11A.

Workshop 14 - Maintaining a Healthy Volunteer Program

The maintenance and development of a skilled and healthy volunteer VOM/C program is critical in working together with victims and offenders involved in programs. This interactive workshop will explore creative ways to nurture our volunteers in their roles as mediators. This includes providing feedback, mentorship programs, structured preparation and debriefing processes and professional development opportunities specific to VOM/C.

Presenters: **Sandra Koop Harder** has been involved in victim offender mediation since 1996 doing volunteer coordination, casework and trainings for Mediation Services; **Veronica Joseph**, Caseworker (former volunteer). Prior to working with Mediation Services, Veronica had been a volunteer mediator for three years. She has worked in both youth and adult mediation programs.

Workshop 15 - Peacemaking and Spirituality

This workshop will examine the role of spirituality for people working in the field of restorative justice and VOM/C with a focus on the harm caused by crime. For this workshop "spirituality" is not synonymous with dogma, creed or other aspects of major religions, although for some people religion may be a pathway to their own spirituality. Participation requires openness and acceptance of diverse religious and spiritual beliefs and practices.

Presenters: **Mary Sam** is the Director of the Indigenous Justice Project at the Center for Restorative Justice and Peacemaking and the Chemical Health and Multicultural Coordinator of Robbinsdale Armstrong High School; **Mark Umbriet** is Director of the Center for Restorative Justice and Peacemaking at the University of Minnesota and is known worldwide as a researcher, author, practitioner and trainer.

Workshop 16 - "Bullying" in Schools

Bullying or peer abuse, is a common phenomenon among young people in schools. This workshop will define the problem and explore the use of VOM and restorative responses to address this underserved group of victims and offenders. York, PA is just the 6th site in the US to receive training to implement this research based "Blueprints" Violence Prevention Program, created by Dan Owens of Norway.

Presenter: **Jane Riese, LSW** is the Bullying Prevention Coordinator for Family-Child Resources, Inc., York, PA, as well as director of the local VOM program.

