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DIVERSIFYING RESTORATIVE JUSTICE PRACTISE: Broadening cultural and ethnic representation in leadership and policy development

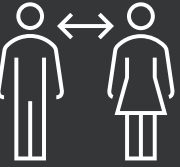
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The project team

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Dr Jon Hobson, Associate Professor of Social Sciences

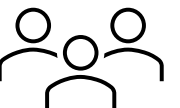
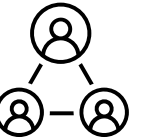
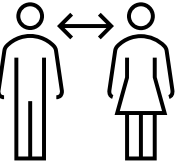
The support team:

Monica Morris (Principal Facilitator, Co-Analyst)

Dr Clair Aldington (Co-Facilitator, Principal Analyst)

Abby Hare (Research Assistant: Online Support, Note taker)

Anna Gregory (Research Assistant)

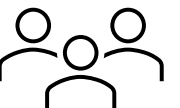
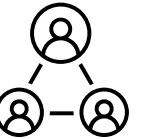
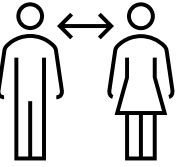


The project

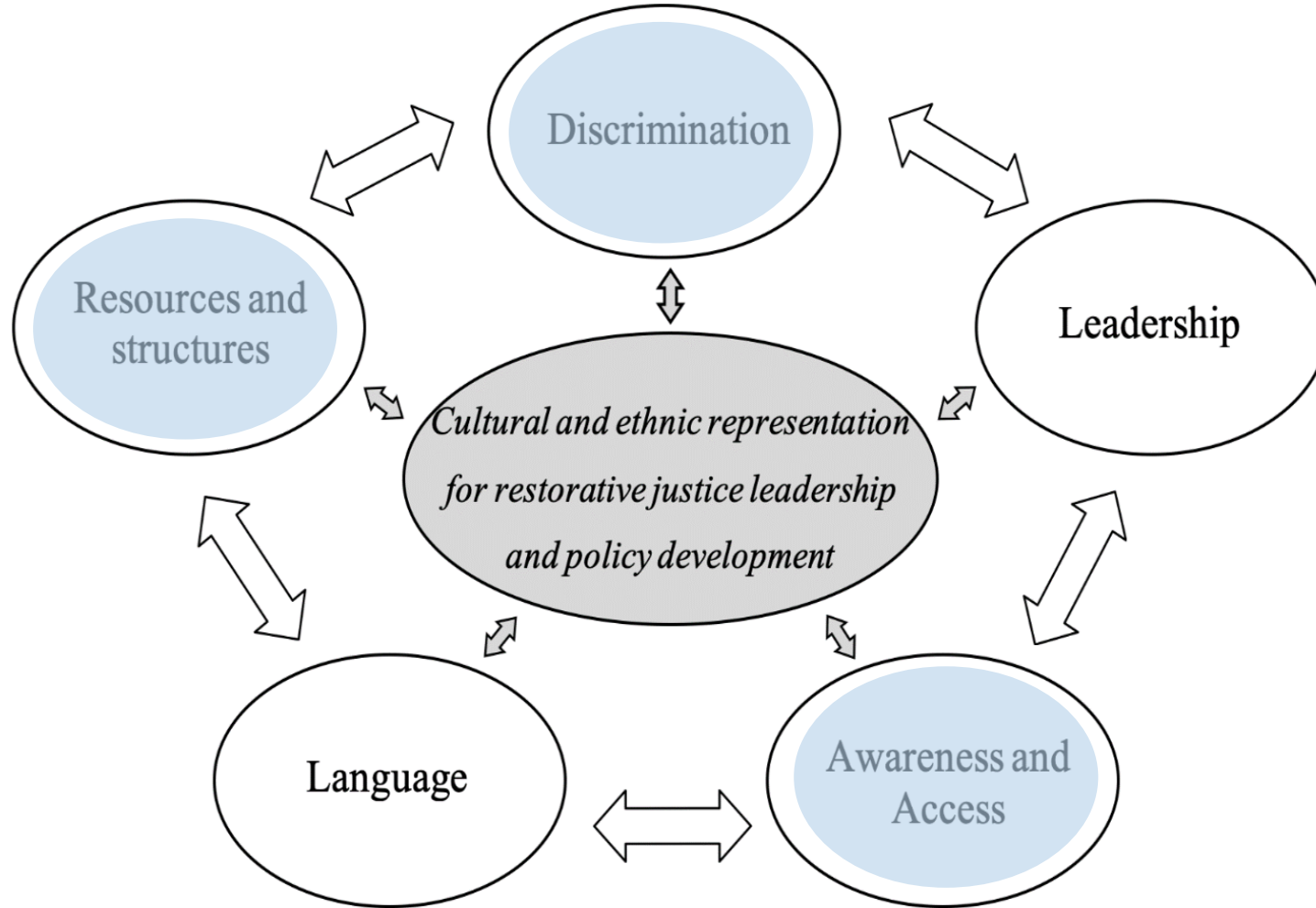
- Funded by the University of Gloucestershire, in collaboration with the RJC
- Series of focus-group style events with restorative practitioners from diverse cultural and ethnic backgrounds
- Project aims:
 1. **To diversify cultural and ethnic representation amongst Restorative Justice practitioners in leadership and policy development**
 2. **To support the improvement of access and participation**



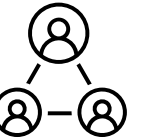
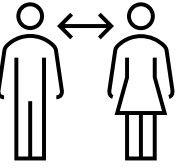
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Key Themes



'I have been to many events ... and generally you are the only one, the only person of any colour there, at predominantly White events.'

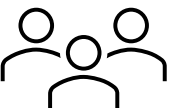
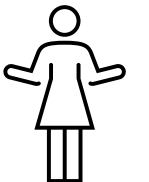
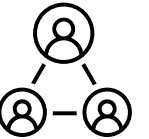
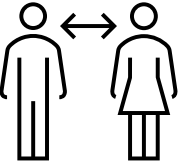


Discrimination



A need to actively deal with persistence of discrimination, unconscious bias, & ongoing exclusions:

- ensure a greater understanding of unconscious and institutionalised bias.
- focus on recruitment of people from diverse backgrounds.
- establish a range of support/network groups of good practice for practitioners from diverse backgrounds.



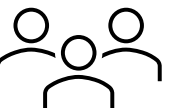
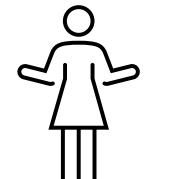
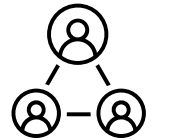
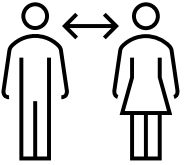
Awareness and access to opportunities



‘we need to share restorative justice with the public so that it becomes embedded in daily life’

Restorative values and services should be embedded at various levels within society to provide greater awareness of the opportunities restorative approaches can offer:

- **promote a national awareness strategy**
- use media campaigns for greater awareness and through improved messaging on restorative justice **which reflects social diversity**
- **conduct research on increasing awareness of restorative justice in diverse communities.**

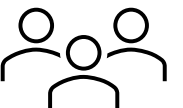
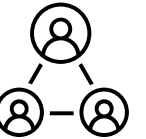
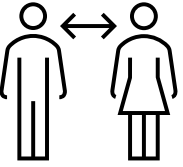


Resources and Structures



A need for a rethink of funding structures to help improve under-representation:

- properly funded, national restorative justice services;
- the (re)introduction of more secure funding for restorative justice services and professional routes into restorative justice;
- **a shift from a model largely based on volunteering to one of paid employment;**
- **a sector fair pay review to explore how remuneration for restorative practitioners could help to address under-representation;**
- access to longer-term funding streams;
- **more opportunities for roles in restorative justice management.**





“This is about sharing power: Sharing power with people of colour, sharing power with young people and young adults - what’s stopping us!”

