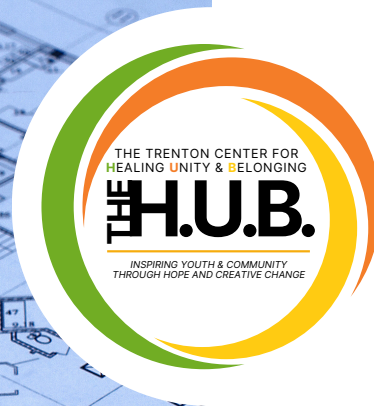


# A BLUEPRINT FOR CHANGE



# 1

## VISION

The HUB envisions a just, equitable, and peaceful community in Trenton, NJ, where individuals and families are empowered to heal from harm, restore relationships, and transform their lives.

## MISSION

To reduce harm and promote community well-being through restorative justice practices that address the root causes of conflict, foster accountability, and facilitate personal and collective transformation.

### Context and Challenges

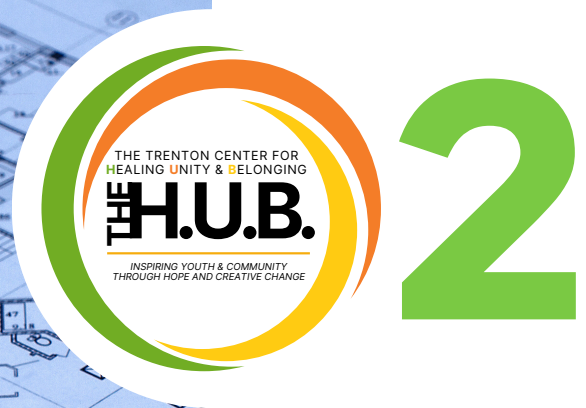
The Restorative Justice and Transformation Hub operates within a community deeply impacted by systemic factors such as economic disparities, educational inequalities, and racial inequities. These challenges have contributed to cycles of poverty, limited access to quality education, and disproportionate involvement of marginalized groups in the criminal legal system. Understanding these underlying conditions is crucial to addressing the root causes of conflict and harm in the community.

Our approach acknowledges that true transformation requires more than just individual accountability—it demands a commitment to social justice, equity, and the dismantling of systemic barriers that hinder the well-being and opportunities of our community members.





# A BLUEPRINT FOR CHANGE



## CORE ASSUMPTIONS

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1. Restorative Justice is Effective: Restorative justice practices, when implemented with fidelity, can reduce recidivism, promote healing, and strengthen communities.
2. Community Involvement is Essential: Sustainable change occurs when the community is actively engaged in addressing its own challenges, embodying the principle of “It Takes a Village.”
3. Trauma-Informed Care is Crucial: Understanding and addressing trauma is key to breaking the cycle of harm and supporting individual and community resilience.
4. Holistic Approaches Work Best: Addressing the social, emotional, economic, and psychological needs of individuals is essential for true transformation.

## INPUTS

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1. Skilled Facilitators and Practitioners: Culturally competent, trained staff who are experts in restorative justice practices, trauma-informed care, and community engagement.
2. Strong Community Partnerships: Collaboration with local schools, law enforcement, mental health providers, and community organizations to create “The Village” that supports individuals throughout the process.
3. Funding and Resources: Financial and material resources to support programs, training, and infrastructure.
4. Data and Evaluation Tools: Mechanisms for tracking outcomes, gathering feedback, and continuously improving programs.

## ACTIVITIES

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1. Restorative Circles: Facilitate dialogues among victims, offenders, and community members to address harm, repair relationships, and agree on restitution, serving as a diversion from traditional punitive measures.
2. Youth Empowerment Programs: Provide social development, life-skills training, academic support, and behavioral interventions for at-risk youth, offering alternative sanctions that focus on rehabilitation rather than punishment.
3. Community Capacity Building: Train community members in restorative practices, empowering them to lead local initiatives and foster a sense of collective accountability.
4. Support Services: Offer trauma-informed counseling, family support, and reintegration programs for individuals returning from incarceration, emphasizing collaborative approaches that include family and community involvement.

# A BLUEPRINT FOR CHANGE



## OUTPUTS

1. Restorative Agreements: Completion of restorative justice processes that result in agreements on how harm will be addressed and repaired, emphasizing accountability and restitution.
2. Engaged Youth: Increased participation of youth in empowerment programs, leading to improved social, academic, and behavioral outcomes as part of alternative sanction efforts. The HUB's Youth Empowerment Programs will not only provide skill-building, academic support, and social development opportunities but will also incorporate youth circle keepers to facilitate restorative practices among their peers. Additionally, program alumni will be engaged as peer mentors and credible messengers, drawing on their experiences to guide and inspire current participants. This approach ensures that youth are both leaders and learners, fostering a supportive community where they can thrive and contribute to positive change.
3. Community Leadership: Growth in the number of community members trained in and leading restorative justice initiatives, contributing to "The Village" that supports the HUB's mission.
4. Support Network: Establishment of a robust support system for individuals and families, including mental health and reintegration services, reinforcing collaboration and community solidarity.

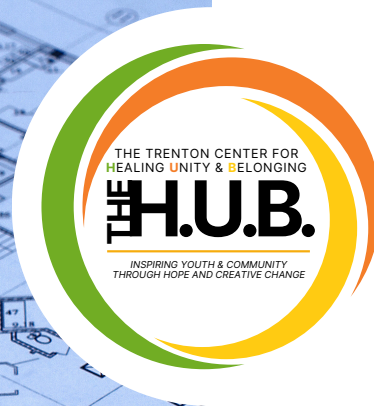
## SHORT TERM OUTCOMES

1. Increased Awareness: Greater understanding of restorative justice practices within the community and judiciary.
2. Improved Relationships: Strengthened relationships among community members, including those impacted by harm.
3. Youth Development: Improved social, academic, and behavioral outcomes for participating youth through alternative sanctions.





# A BLUEPRINT FOR CHANGE



# 4

## MEDIUM-TERM OUTCOMES

- 1.Reduced Recidivism: Decrease in reoffending rates among individuals who participate in restorative justice processes, thanks to diversion and alternative accountability measures.
- 2.Community Resilience: Enhanced capacity of the community to address conflict and harm through restorative approaches, solidifying the collaborative “Village” model.
- 3.Empowered Youth: Increased leadership and civic engagement among youth involved in HUB programs, reducing reliance on punitive systems.

## LONG TERM OUTCOMES

- 1.Sustained Reduction in Crime: A long-term decrease in crime and violence in Trenton as a result of alternative measures and restorative practices.
- 2.Social Equity: Reduction in disparities related to race, socioeconomic status, and access to justice, driven by community collaboration.
- 3.Transformed Community: A thriving, peaceful community where restorative justice practices and collaboration are integrated into the fabric of everyday life.
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## IMPACT

Through the consistent application of restorative justice principles and community-driven solutions, The HUB will contribute to the transformation of Trenton into a safer, more equitable community. Individuals and families will experience healing, relationships will be restored, and cycles of harm will be broken, leading to lasting social change.

