

New Mexico
Community Reparative Panels
A Restorative Justice Re-entry Project



Volunteering for Change
A Manual for Volunteer Panel Members

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Introduction

A note before beginning: This manual introduces some new terms. The first usage of each new term is noted with an asterisk () immediately before the word. Any word with an asterisk is defined in the glossary on page 23.*

The concept of a Community Reparative Panel concept appears to have its roots in Vermont where the Department of Corrections introduced this process into several pilot communities as part of a larger re-entry approach called “Offender Responsibility Planning” (ORP). The concept was a natural outgrowth of the reparative board model developed in the mid-1990s in which citizen boards were involved in adjudicating and sanctioning non-violent offenders. The model boards used a restorative justice framework that sought to help offenders repair harm to victims and restore the community by assisting them in making responsible and law-abiding future choices. In addition to their reparative goals, the boards were intended to build stronger communities by increasing communication and problem-solving skills and promoting new ways of dealing with conflict at the community level.

A parallel probation supervision initiative in corrections in Vermont yielded some compelling outcomes: compared with probationers assigned to traditional supervision caseloads, those probationers who were assigned to reparative probation tracks showed a 23% reduction in recidivism.

In New Mexico, under the leadership of Erma Sedillo, who was at that time New Mexico Corrections Deputy Secretary, the reparative panel pilot was introduced in the spring of 2007 in Albuquerque and later that same year in Taos. At the writing of the first edition of this manual in the spring of 2009, the program is in a planning and assessment phase in Santa Fe, and community introductory sessions have been presented in Carlsbad, Roswell and Grants.

The panels have expanded the areas of connection between citizens and government entities that have been historically charged with responsibilities associated with public safety. The reparative panels provide a civic role for the talents and capacities of ordinary people, people who care about their communities, the offenders and the harmed parties in our criminal justice system. The panels also represent a first stage in forging partnerships between criminal justice professionals and the communities they serve. We find that the guiding principles of the process are restorative to the larger community and hopefully, as the work progresses, to harmed parties as well. The panels have demonstrated repeatedly that returning citizens can be successfully reintegrated back into their communities and may have much to contribute.

The purpose of this manual is to assist in the next step: training new volunteers who want develop the necessary perspective and skills to be part of a reparative re-entry panel that works with returning citizens. This manual is an aid to training. It is also a celebration of the success of the project so far.

What is Restorative Justice?

Restorative Justice Is: ¹

¹ *Loosely based –with some major changes - on an excerpt from Correctional Services Canada’s 2002 manual for Circles of Support and Accountability*

- A philosophy, embodied as a moral compass
- a redefinition of roles in the Criminal Justice System, placing the victims of crime at the center;
- A recontextualization of crime that relies on the understanding of two principles:
 - Harm: Restorative Justice addresses the harm caused by crime by addressing the needs of all the victims including the immediate victim, the community in which the crime occurred, the offender's family and community, and the offender.
 - Engagement: Restorative Justice engages victims, offenders and the community in the process of addressing the harms done by crime.
- appropriate for minor crimes, but often even more so for serious crime where the needs of victims are similar and in greater need of being addressed;
- a continuum of responses that is still dependant on the legal system.

Restorative Justice is not:

- a program or a blueprint.
- forgiveness or reconciliation, although it is intended to open the door to them;
- "mediation," because mediation is a specific activity and restorative justice is a set of principles and perspectives that guide actions. Within the overall context of restorative justice, mediated victim-offender dialogue offers a possible avenue in some situations to healing and restoration
- a recent fad. It is found deeply imbedded in the religious and cultural past of the vast majority of societies the world over.
- the opposite of Retributive Justice. Retributive justice is about punishment while restorative justice is about healing.

Restorative Justice is a particular way of looking at cause and effect. Seen through the lens of Restorative Justice, every person is a member of a community and actions done by any individual affects the community as a whole and everyone in it. A criminal act harms the community itself as well as community members in addition to the victim.

Restorative justice is a way of restoring balance to communities through taking steps to repair harm done to victims, people affected by crime, and people who commit crimes, all of whom are recognized as community members. Restorative justice practices respond to crime by identifying harm and taking steps to repair it that involve as many community members as possible.

There are many applications of restorative justice. The application for which this manual was written is Community Reparative Panel a form of ex-offender assistance that helps people returning to their communities from correctional institutions or who are currently under probation, parole or community corrections supervision transition into becoming contributing members of their communities

returning citizens meet with a panel of volunteers to discuss what kind of ongoing support they need to successfully transition from prison to society, to identify the people who are important to them and what they need to do to repair or strengthen relationships with them, reflect on and discuss how their crime(s) and their subsequent incarceration affected their communities, who got hurt, both by their commission of the crime and

by their incarceration, and, finally, how they can become positive and active members of their communities.

In discussing the need for more restorative responses to crime, Susan Sharpe notes that “(t)his is not to argue that the legal system should be replaced. There is an essential role for formal courtroom trials, which do things that a restorative process does not. But that does not mean that justice must be retributive. Justice, in any kind of system, should be the highest possible expression of accountability balanced with care” (emphasis ours).²

Overview of Restorative Justice Practices

At the writing of the first edition of this manual, ex-offender assistance – in the form of Community Reporative Panel - is the focus of restorative justice work in New Mexico. There are many other applications of Restorative Justice. Some are listed below. It's conceivable that any of the applications below could be incorporated at a later date.

Victim offender mediation incorporates meetings (overseen by a trained mediator) between the victim(s) and the offender. This kind of peace-making addresses the underlying issues of the crime and resultant harm (to everyone.) The mediator facilitates dialogue about steps that the offender can take to repair harm.

Conferencing includes participation by family members, community members, support groups, police and all other stakeholders. **Circles** provide a forum for the victim and the offender to meet, and which involve decision making by the whole community. **Victim assistance** consists of an assortment of programs that help victims recover from crimes. **Restitution**, which may be part of victim-offender mediation, conferencing, or circles, assists in creating collaboration between the victim and the offender on how to repair harm done to the victim. If many people were impacted by the crime, restitution may involve specific compensatory **Community service**. The intent of community service is not punishment; rather it focuses on the offender's capacity to take responsibility and on the offender's skills, strengths, and ability to contribute to the community.

Adapted from ***Restorative Justice: The Little Book of Restorative Justice in Prison: Rebuilding the Web of Relationships*** by Barb Toews

Restorative Justice requires hard work, but leads to meaningful accountability and long-term healing.

Restorative Justice requires thoughtful reflection and deliberation in order to fully understand the crime and the needs of every individual implicated.

Restorative Justice Elements:

1. Explores how victims and communities have been harmed by a crime
2. Discovers how offender and their families have been impacted
3. Explores what people need to deal with a crime, once the harms and impacts are known,:

² Sharpe, S. (1998). *Restorative justice: A vision for healing and change*. Edmonton, Alberta, Canada: Edmonton Victim-Offender Mediation Society.

- a. Addresses the offender's accountability for the crime
- b. Addresses the offender's need to make amends

Victims' responsibility: to determine what they need

Offenders' responsibility: to strive to understand the crime and determine how to be accountable

Family and Community's responsibilities: to broaden family and community participation, making it possible to successfully meet each participant's unique needs.

Restorative Justice is grounded in values that affirm and build a strong web

Core Values: Respect, Trust, Care, Humility

Instead of pain for pain, RJ strives to rebuild people and relationships. Justice is about "making things right." The journey toward healing is guided by commitment to "do no harm" to any of the participants. As a result, restorative justice rebuilds webs of relationships rather than further weakening them.

Respect: A justice system grounded in respect recognizes the need for accountability, restoration and healing. This respect comes from listening to and validating the experiences of everyone impacted by the crime. Being consistently treated with dignity and respect assists people to name their justice needs and involves them in creating a justice response.

Care: RJ process acts with care when it values both individual accountability and mutual responsibility. In doing so, the system acknowledges the shared humanity in everyone impacted by the crime. Such a system strives to "do no harm" and wants the best for everyone impacted by the crime. A caring system recognizes that people can grow and heal if their need are met, and acts to make that healing possible.

Trust: A trustworthy justice system promotes the common good as it advocates for accountability and healing. Justice operates with openness and honesty. It values consistency, dependability and confidentiality. Justice processes are designed to balance and share power with the justice participants as they **create** the justice response

Humility: Humble justice process makes it possible for people to participate, collaborate & cooperate. Participation requires justice humility. A humble justice system does not assume that it knows all the answers. Rather, it strives to learn from and understand everyone affected by crime. The system accepts that the individuals impacted by crime know their experiences and needs best.

Section One: Community Reparative Panels in New Mexico

Using the reparative panel format, offenders who have served their sentences and are in the process of returning to their communities have opportunities to strategize with community members about building positive futures for themselves and contributing to their communities, as well as talking about their worldviews, feelings, and how they've grown since committing their crimes. Where appropriate a returning citizen may also be able to talk with his or her victims, or with someone who has been the victim of a crime although s/he may not have been that person's victim. The panels provide ongoing support for offenders, helping them make the

difficult transition from incarcerated offender to productive community member. The process rebuilds trust that is often lost between the community members and offenders when crimes are committed. Through being on a reparative panel community members become involved in the justice process which inevitably reshapes their relationship to both offenders and criminal justice professionals.

Participation is voluntary for returning citizens, who are carefully screened by an advisory panel prior to their joining a panel. The reparative panel process also assists community members in enhancing or developing shared responsibility for their and their community's safety. Importantly, it also helps melt stereotypes and therefore reduces prejudices about both offenders and victims.

Restorative justice continues to be used as a re-entry approach in assisting youth and their communities in the transition of juvenile offenders from institutions back to their communities. This manual, however, focuses on working with adults.

Becoming the *Core Member of a CR Panel in New Mexico

At the writing of the first edition of this manual, most of the core members of Reparative Panels have been women. Women in prison who have a release date and women who are newly on parole are eligible to apply to be the core member of a panel. Participation on a Community Restorative Justice panel is completely voluntary and is not a condition of parole.

In Albuquerque, for example, the applicant picks up an application form from her caseworker's office, fills it out, and sends it to Erma Sedillo. Erma brings the applications to the steering committee that goes through each one with her and discusses if the candidate is appropriate for a panel. Women who are not deemed appropriate are encouraged to apply again in six months.

Every returning citizen who applies to the program and is chosen to participate needs a panel of three to four people who discuss with her the many things she needs to consider to make a successful transition from prison life to community life. These issues include what kind of support she needs to transition successfully, what people are important to her and how she can improve her relationships with them and heal both injuries and rifts that may have resulted either from her crime or from her absence while she served her time, her feelings about all of these things, and how she can now learn to take good care of herself and become an actively contributing member of her community.

A returning citizen meets with her panel once a week for three to 12 months, depending on her needs and her inclinations. Panels meet in convenient public places at mutually negotiated days and times. The returning citizen signs an agreement with her panel members that she will show up responsibly and work at becoming a productive member of her community.

The CRJP program will expand to include men. When it does, edition two of this manual will be expanded to address needs specific to men.

What has and hasn't worked so far

The focus of Community Reparative panels is to welcome returning citizens back into the community, to restore their community ties, and to support them in living responsible, productive, satisfying lives in that community. While this may sound like a tall order, it can be done with simple skills. Serving on a CR panel is an experience in which all panel participants are equal, and all participants are required only to be who they are in everyday life.

What Hasn't Worked So Far and is Not Recommended

- ✗ Focussing on the returning citizen as a subject whose every action must be dissected.
- ✗ Taking on the counselling role with the returning citizen will likely result in her feeling alienated.

What Has Worked So Far and is Highly Recommended

- ✓ Approach the returning citizen as you would any potential friend; with respect for her confidentiality, diversity, and views, which may be differ from yours. *The returning citizen must have an opportunity to draw her own conclusions from her observations, as would be best for anyone in her position.*
- ✓ Encourage her to find her own unique path using her own wisdom. *We have always found it more effective to share from our own experience of situations that may mirror what the core member is experiencing from day to day rather than to give unproven advice. Our experience has shown that your accountability is best demonstrated with your behavior and with accounts of how you have personally used accountability to deal with life experiences.*
- ✓ As a panel participant apply the same standards of conduct in the Participant Contract to yourself that you apply to the core member. The greatest power of a panel is that the members show up for each other, each week, on time, and ready to care and share who they are with one another.
- ✓ Let your panel members know well in advance whenever possible that you will not be attending. During the week, try to take note of situations in which you have taken responsibility for your decisions and actions and share about that at the meeting.
- ✓ Tell a story about a time when you harmed someone and had to make amends. *This is powerful counsel that helps the other panel members to get to know you better. Our experience shows that the friendships you make on a CR panel can be treasured for a lifetime.*

The importance of community involvement in re-entry.

Prison alienates people from society. Women coming out of prison need help to connect with society again. They need to feel included and valued. Feelings of inclusion or exclusion affect our sense of personal vulnerability and, in turn our mental, emotional, and overall health. Feeling included motivates us to improve ourselves.

Women coming out of prison are aware of the stigma and of the general prejudice against them. Because most people who go to prison do so more than once, women coming out of prison are aware of the problems they'll face finding housing, employment and interconnection.

To succeed – and to stay out of prison – women returning to community need to form healthy, lasting, and supportive relationships with ordinary people in the community.

Prison carries a stigma, and women coming out of prison face negative judgements. Judgment is not helpful. To be a contributing member of society a person needs to feel cared about, valued, and respected.

Everyone, regardless of circumstances and background, needs the possibility and means to participate in society. This starts with feeling included, which is a precondition for the promotion of active citizenship. There's a relationship between a person's sense of entitlement and her feelings of inclusion. By definition, women coming out of prison have been marginalized and excluded: they face many challenges in order to fully participate in society. Some of these challenges are external (such as prejudice and discrimination in the labor market, where, if they can get hired at all, can often get only precarious, low paid jobs and housing) and some are internal (such as feelings of isolation).

Women returning to community from prison often have difficulties relating to mainstream society, where they are often either ignored or perceived to be a threat to society. The multiple forms of disadvantage and stigma that women returning prison experience makes it very challenging for them to return to an autonomous life of self-sufficiency and positive community involvement. It's hard to care about people who show no evidence of caring about you.

Frequently they respond by going through yo-yo" transitions: one step forward and three steps back, taking up with their old friends and engaging in illegal activities, not because it's what they desire, because it's what they know and where they can be accepted.

Adequate support in their immediate post-release environment can change this pattern. Knowing that they are cared about, having the experience that their feelings and opinions matter can change their worlds. Being the core member of a panel, interacting with people who care, who listen, and who show up regularly to do so, not because it's their job, but because she matters to them, can change a woman's world. Feeling that her contribution is valued, that she, herself, is valued boosts self-esteem and self confidence: the collateral effect is increased motivation to make something positive of her life.

Section Two: Core Values

Mission Statement *CRP

We work to create harmony and healing by assisting people to integrate into their communities upon their return from correctional facilities. As people who care about our community and every one of its members, we support community involvement, development and safety by addressing the needs of all community members affected by criminal acts.

Vision Statement CRP

Restorative Justice becomes integral to all communities in New Mexico, creating inclusion, cohesion and more safety for all individuals and all communities. As a result, both criminal behavior and recidivism rates decrease.

The four key questions of restorative justice are:

What happened?

Who has been affected?

How can we involve everyone who has been affected in finding a way forward?

What needs to be done differently in the future?

We believe that:

- people can learn, grow and change.
- all people deserve to be treated with respect
- empowering individuals strengthens communities
- conflict resolution is a positive and cohesion building strategy.
- people of all cultures and perspectives contribute to the richness of community
- all people affected by crime benefit from participating in the community's response to each incident
- offenders benefit from repairing harm done to victims, the community, and themselves.

Benefits to the panel members

Being on a panel is an enriching experience. Restorative Justice requires that you bring your whole self to the task. This requires self knowledge and self awareness. Many past panel members have spoken about how much they learned and how much they grew personally from being involved in a panel. Listening empathetically and sympathetically as someone off-loads frustrations about her transition can make a you feel valued and give you a warm, comfortable feeling of satisfaction. People value what they have done for someone else and value themselves more for having done it.

Sharing your experiences and what you learned from them – both with the core member and with other panel members – can be enriching for everyone involved. Like the core member, every participant in a panel feels valued. Everyone's input matters. As a consequence of this, everyone's ability to deal with anger is improved and everyone's social skills are enhanced. Being on a panel means you get to see your contribution making a difference in someone's life – which, in turn, makes a difference in your life. The positive feedback cycle continues. Everyone benefits.

A caveat: Not every returning citizen who becomes a core member of a panel manages to stay out of jail. Rather than see this as failure on the part of the core member – or of any other member of the panel – think of it as postponed success; success that takes more than one try to achieve. Being available to continue the panel when a core member with whom you've worked gets back out is affirming for everyone and adds momentum to round two of the core member's process of return to community.

Restorative justice puts repairing harm done to relationships and people over and above the need for assigning blame and dispensing punishment. Assigning blame to yourself or any other panel member, including the core member, unweaves what you created together in whatever time you had. Work with what is, rather than what you think it *should* be.

You'll develop or enhance many skills being on a panel, including active listening, problem-solving, withholding judgement, collaborating and expressing your feelings.

Benefits to the returning citizens

Anger may greet someone classified as an offender upon release. The community response may be unwelcoming or even hostile, denying the returning citizen housing, employment opportunities or even the experience of common civility. The returning citizen, already in culture shock from moving from prison back into society, may become overwhelmed. A support group of community members who are there to support the returning citizen can change everything for him or her. Feeling welcome somewhere can change an alienated person's whole world, which, in turn, brightens the future towards which she is heading.

Benefits to the society

People who have been arrested and imprisoned are, first, people. If we think of them (only) as felons, we may think that jail is the best place for them because it keeps them away from us and, anyway, felons have nothing to contribute to society. If, instead, we think of them as people who have committed crimes, and who may well have thought about it all, come to regret the harm they have caused to everyone involved and genuinely desire to be contributing members of society, we may think that perhaps they might have something to contribute and might want to offer encouragement to them. The term "returning citizen" is appropriate here. The term was introduced by Bonnie Lee, who made that transition and is now helping others do so.

returning citizens have much to offer, and in many cases, much more they'd like to offer. Because they've been unproductively warehoused for various lengths of time, they've lost their sense of the ordinary social world, and when they get out, they have a hard time functioning in it. This is hard on the returning citizens and it may be hard on the society to which they're returning.

Reparative panels assist that transition so that people have a sense of having a place to come back to, and some sense of possibility for a future that's different from their pasts. Everyone benefits from this; the returning citizens, their families, their communities, and all the people who are the recipients of the good work and good deeds that people can do once they're re-centered in themselves and their communities.

Section Three: Experiences of returning citizens

What is it like for women in prison?

Unit Classification (25 to 60 women/ pod at Grants):

Grants has medium & light security Pods that house women who are doing time for property crimes and/or possession of controlled substances. In addition, high security Pods house women convicted of violent crimes and those with escape charges. Those who are caught using drugs or fighting within the facility are sent to Segregation, and spend 23 hours/day in an individual cell. A step program that includes Corrective Thinking™ allows offenders to gradually earn back privileges.

Living Conditions

Living spaces have a metal bed with a plastic covered futon-type mattress, a locking cabinet for hanging clothes and a small bedside cabinet with two shelves. The state issues one hospital-type pillow, a set of sheets and a pillow case, a wool blanket, a towel, a wash cloth, one large sleep shirt, six pairs of underwear,

four bras, six pair of socks, one pair of slip on tennis shoes, four pairs of dark blue elastic waist pants and five t-shirts.

Common areas of the Pods – which have 25 to 30 women - have concrete floors, walls and ceiling. Low to medium security Pods have no walls separating the room. The living room has a small carpeted area with a television, three sofas and a few end tables. The bathroom area is in a corner: toilets are surrounded by a waist high brick wall with a plywood door on spring hinges; five sinks with metal mirrors over them and three showers. Cubicles are separated by low office-type cubicle walls. Near the bathroom area is a small table with a microwave.

In high security pods the common areas are the same except that the individual cells – designed to house two to four women - have metal doors on them.

Food

Food is served in the chow hall three times a day. The same five meals are served repeatedly throughout the week. Food may not be taken back to the pod. Bulimia is common among women inmates, and it is common to hear several women vomiting immediately after they return from the chow hall. Shake downs indicate that women hoard Maalox, which is a symptom of Bulimia.

Count Time

Starting at 5 am, Standing Count is conducted in assigned cubicles three times a day. When the CO enters a pod at count time, everyone must stand to be counted: failure to do so results in disciplinary measures. Inmates may not use the toilet while waiting for the CO to come into their Pods for Count.

Med Line

Med Line is called twice a day. Half to two thirds of each unit rushes to the medical unit to stand in line and receive their daily medications which are doled out to inmates by a staff person, who watches them take it. Inmates must then open their mouths wide and move their tongues around to verify that the medication was swallowed.

Class System

The class gap in prison is very wide. Some women have families that visit them, phone them regularly and put money on their books; other women never get visits, phone calls or letters and have only have the \$10 a month that they earn at their jobs.

Commodities

All toiletries and incidentals such as coffee, phone cards, writing paper and stamps must be bought through commissary with the money on the inmate's account.

Games Inmates Play

While some women have money to buy t-shirts, boxer shorts, fancy lotions, blow dryers and other incidentals and enough food that they don't have to go to the chow hall at all, many women can afford only coffee, sugar, creamer and basic state issued hygiene items. Some women have beds covered with nice quilts and sheets that have been sent to them while others have only the state issued wool blanket. Much begging and

borrowing goes on, which is humiliating but often necessary as \$10 a month does not go very far. Anyone with anything of value must buy a lock for her locker or risk the likelihood that her things will be stolen.

Social Relations

With men largely absent in women's prison, women turn to each other, often to play out versions of the self-defeating victim/ predator type relationships in which many of them have habitually engaged.

There are plenty of drugs in prison, primarily heroin: some women are strung out on drugs the whole time they are incarcerated. Drugs and other commodities come into the facility in several ways. Possessive behaviors and fights result when women with money on their books are lured into relationships with women whose only goal is financial gain. Women will sometimes offer free drugs to women with money on their books, intending to get them actively addicted and so needing to buy more and more. Fights ensue when the money runs out.

Families regularly have opportunities to send packages containing such things as underwear, CD players or holiday clothing. Women with such outside family support may be offered drugs in exchange for receiving packages for other inmates. Sometimes women are persuaded to spend money from their families on items for other inmates in return for protection or offers of friendship.

Women who have lost their children spend much time and energy trying to get them back. There is often much shame about this. Women can be very hard on each other, accusing mothers of not thinking about their children when they were using drugs. Mothers who focus their energy on getting their children back instead of on trying to create a stable environment for themselves after release can find themselves in a trap that causes them to return to prison.

Prison as a way of life becomes comfortable. Being incarcerated creates a strange mix of extreme boredom and lack of control over one's environment. Inmates learn how to shut down and tune out. Reading can accomplish this and many women have read every book in the library before their release. Shutting down and tuning out is not healthy behavior for a woman who has been recently released, and this habit must somehow be broken.

After release many women promise to send money and packages to those still incarcerated, perhaps from feelings of guilt about leaving their friends behind. These feelings can lure newly released women into behaviors that bring them back to prison.

Being released from prison is shocking and terrifying. Newly released women need a support and guidance. Although they have high hopes of being successful, few women have realistic or concrete plans of how to achieve that success. Each woman follows her unique path that leads to success or failure. Many women return to prison more than once before finding their way out.

Life-style Choices & Good Time Incentives:

Work and Education

An inmate can work in the kitchen or laundry, do telephone sales, floor work or go to carpentry school. These jobs pay from 10 cents to dollar an hour. Alternately, an inmate may choose to go to school and acquire a G.E.D. Those who qualify can take evening online classes and work toward an Associates degree. The library stocks novels.

Recovery

A full-time 12-month substance abuse treatment program offers a drug-free, highly structured (but not sequestered) living environment with intense 40-hour/ week treatment regime for 92 women in four pods.

Corrective Thinking is an intensive group that meets for three hours, five evenings a week for three months to discuss and consider criminal thinking so that participants can explore and reflect on the effects of crime.

Recreation

Access to recreation is offered for a limited time every day. Choices of environment include small grassy park-like area with trees and a large dirt field for walking or soft ball, an all concrete recreation area that has a basketball net, an enclosed gym with a volleyball net and an arts and crafts area that has sewing machines

Faith

Inmates have access to Crossings pod, a faith-based program with faith-based activities

Returning Home: the Challenges Faced by Parolees

Psycho-social Profile of Newly Released Prison Inmates

by Ned Rollo, Executive Director, OPEN, INC.

(Application made for permission to include this in the manual)

1. Post-release shock and disorientation (no fixed bearings)
2. Lack of continuity/follow through (flaky behavior)
3. Suppressed hostility (seething rage and undifferentiated hate)
4. Lethargy: often extreme social withdrawal and psychological denial
5. Deep-based depression (frequently chronic) resulting in maladaptive behavior
6. Financially destitute with a growing sense of anxiety and depression
7. False expectations and illusions on a multitude of personal and social levels
8. Intense range of fears: personal failure, social and vocational rejection, etc.
9. Severe alienation (man from Mars): often intense, long-term social isolation
10. Cultural shock: cannot relate or adapt to social change and new tempo of life
11. Poor to non-existent problem-solving & conflict resolution skills
12. Engulfed in the prison value system: kindness is weakness
13. Personal and cultural inferiority complex ("branded and banished")
14. Compulsive neurotic behavior: minimal stability (addictive mentality)
15. Hunger for instant gratification: "All I want is EVERYTHING NOW"
16. Wide range of dependencies (alcohol, drugs, tobacco, caffeine, etc.)
17. Poor self-esteem/hungry for approval (often actively resistant to disapproval)
18. Compulsive drive to "catch up and catch back": extreme impatience
19. Confused and frustrated sexual roles, values and identities

20. Emotionally and perceptually distorted view of self and others
21. Limited employment related skills and out of touch with current market needs
22. Frequently displaying self-destructive attitudes and actions ("bad attitude")
23. Forceful, aggressive responses to ego-threatening occurrences
24. A fragile, vulnerable grip on life itself

Psycho-social profile of Offender Families

1. Psychological disruption - free-floating anxiety as produced by uncertainty
2. Sense of helplessness - despondent due to lack of control
3. Grief - process of spiraling chronic depression
4. False expectations - future behavior of and relationship with offender
5. Depleted resources - financial, emotional, social
6. Social isolation - political, social, personal
7. Emotional trauma - (overall disruption: lonely, empty feelings)
8. Intense anger - self, inmate, community, system (central result: militancy)
9. Self-directed guilt - "Where did I go wrong?"
10. Lack of system sophistication - "What the hell is going on??"
11. Intense range of fears - now what? (Is he/she going to do it all again??)
12. Family system disruption split loyalties
13. Survival orientation - diminished quality of life
14. Negative stigmatization - deep seated embarrassment
15. Psycho-social disorientation - loss of fixed bearings
16. Impatience - crisis-bound mentality
17. Inadequate problem-solving skills - multiple levels
18. Confusion - dysfunctional insight into offender problems and value system
19. Burdened with inmate support demands - money, travel, legal, emotional, etc.
20. Burn out - just cannot take it anymore!
21. Guilt by association - "Rotten apple, rotten barrel"
22. Disenchantment with popular concepts of justice - higher you are, harder the fall
23. Addictive overcompensation - compulsive neurotic behavior
24. Various forms of escapism and denial - underlying instability
25. Deep-seated sadness - a lingering despondency
26. Withdrawal from friends and usual forms of enjoyment

V. N. Rollo, 1988

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Experience of a *Returned Citizen

This story is one that many of the women reading this can relate to. It is a story about the cycle of addiction and prison, of loss and gain; of family and the many struggles that each of us must face and decide to either move forward or to stay stuck in fear.

When I came out of Prison I was the first female offender to be chosen for a Restorative Justice Panel. I had already decided on this before coming out that this time around, I would make it. I knew that participating in a Restorative Justice panel was another important part of a journey that I had to go through.

Twelve step programs and therapeutic models were not enough for me anymore. I was programmed out. And just like anything else, too much of one thing is not good. What I found in Restorative Justice was a chance to be a woman again; a chance to make amends with the people I had harmed, even though the hurt was at times almost too much to bear. It was a growing experience that I will never forget, and it paved my future after parole with a sense of community.

I'm going to relate a short story that is proof that the concept of Restorative Justice works. Remember, I had to first make that decision and personal choice before even leaving the walls that this journey is going to be made with a sincere and mature heart. There are no con games and no double standards.

My first commitment was going to be to myself and healing. At this point, even my children had to come second. My children being second did not feel good, but I realized that I had made them second before when I was strung out. I knew that the strong commitment I had pledged to the panel members and to myself would soon change that dysfunctional picture. This time, time was on my side!

I had tried over and over to regain the confidence of my children and family. No one believed. I accepted this and moved on to another level of life, which is accountability. I realized that no matter what, who, how and when I expressed sincere apologies, there were going to be some people, including family, who would not want to have a healing relationship with me. This is one of many situations that I was able to overcome with the power and wisdom of Restorative Justice. It's not magical or a cultish group, but a humane and a real way that people can interact with professional, caring and devoted people who believe that behind the mistakes lives a beautiful person. Taking this emotional support with me gave me the strength to approach my broken family and convey to them that I was now serious about the future.

I managed to find full time employment at a \$12.00 per hour working with the Juvenile Probation and Parole Mediation and Talking Circles Program as a case manager. This was a powerful way that I could talk to young people in the program about the principles that I was learning as an adult in the Restorative Justice model.

We taught each other. These young people gave me insight into what children or young adults feel when their parents are carted off to prison. It was an awesome experience that I took back with me to the panel where we discussed tactics and methods for drawing from the experiences of these people and relating them to my personal life and my children.

This went on throughout the year that I was on parole, until I found and experienced the depth of hurt, shame and abandonment that my own kids had to endure. I was then able to process that into my life and heart, and

to return the love and support that was missing in their lives. I could not have done this without the support and neutrality that the panel members gave me.

I have now moved on towards finishing my Bachelors of Science in Business at the University of Phoenix, full time and have a new career as an office manager at one of the Halfway Houses that is well known throughout the state of New Mexico. The Program is growing and I now have many new and wonderful opportunities. I also am a member of a Community Restorative Justice Panel and was appointed by the Governor of NM to be on the Prison Task Force Team that serves the entire prison system in NM. I have also found a seat on the NM House Memorial Task force team, and have started speaking engagements with the UNM Juvenile Justice Program that deals only with young women who have probably been through more dirt than an adult. This is a privilege, and I tell you sincerely that because of the dedication of the panel to see me through some tough times, I now know that I can face whatever comes at me.

To the women who are still in prison: take the time and love yourself! You will not be in prison forever!

Nanette Herrera

Experience of Another Returned Citizen

I spent 14 months in the Womens Correctional Facility. There were no reparative panels at that time. When released, I was paroled to Albuquerque to a halfway home in the "War Zone". I am from Las Cruces and had never lived anywhere else. Coming to Albuquerque was unnerving. I was scared, lost, lonely and very depressed.

My parole plan was horrible. I had no support at all; my halfway home was a place I can honestly say was hell, worse than going to prison, worse than anything I had experienced in my life. I found myself with a bunch of women who were there just to do drugs, prostitute and screw the system. I was trying hard to get a job, do my program and pay my fees, and I wanted so much for the head lady at my halfway home and my probation officer to see that I was sorry for my mistake and to give me an opportunity to show them, that I was serious and I wanted there approval, there understanding, something!!!!

I know now that they did not care, that they were there just because they had the titles. My PO was young and very inexperienced in dealing with women with problems. Her badge was the most important thing to her. I didn't matter.

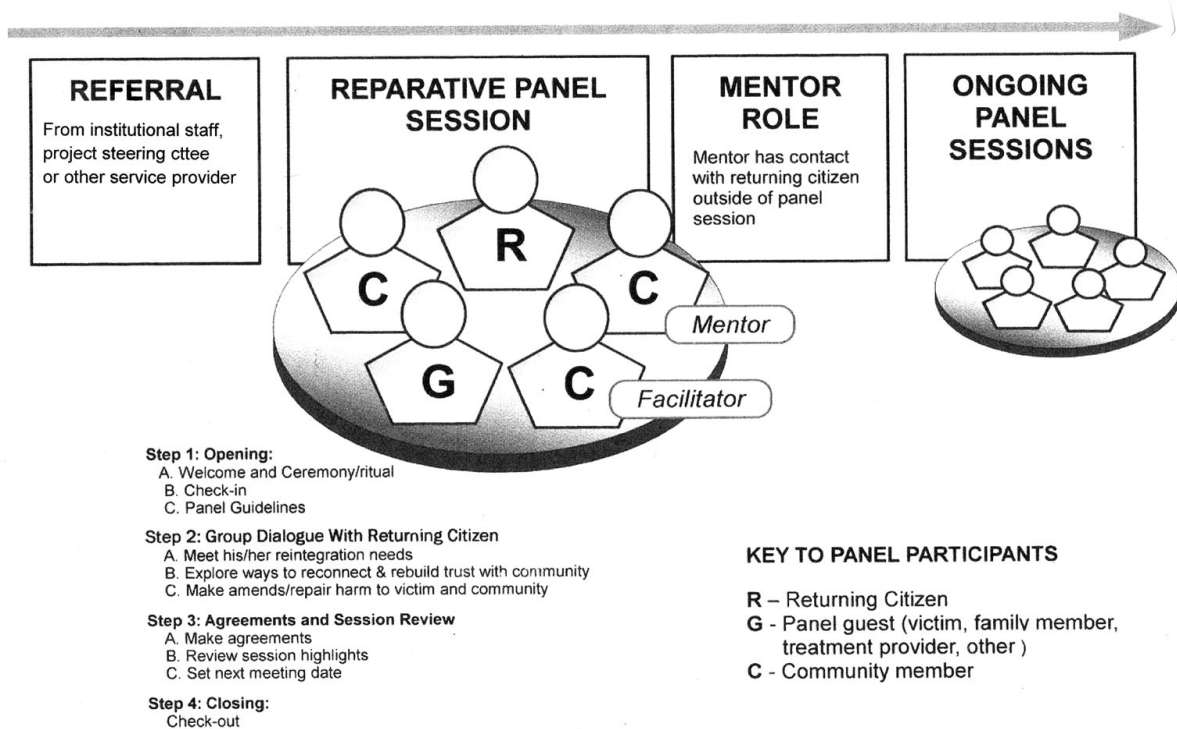
There is so much more nowadays for women coming into a parole plan, so much offered to help women to succeed and make it back into society, and yet, women still fall off the band wagon. My story - if I could write down all I saw, all I went through - would amaze you, because I made it and how I did was very hard. I am so pleased at what there is now for these women. Everything is different now. Five, ten years ago, you were just released and, sweetie, you better be prepared to hit "HELL".

Belle

Section Four: Being a Panel Member

NEW MEXICO COMMUNITY REPARATIVE PANEL

Restorative Justice Circles of Support and Accountability



Graphic by Mark Seidler with Thom Allena • © 2009 Innovations in Justice

Community Reparative Panel Process Overview

Step One: Opening:

Welcome ritual/check-in

Step Two: Group Dialogue With the Returning Citizen

- A. meeting his/her reintegration needs
- B. exploring ways to reconnect and rebuilt trust with the community
- C. making amends/repairing harm to the victim and the community

Step Three: Forging Agreements and Session Review

- A. Make agreements
- B. Review session highlights
- C. Set next meeting date

Step Four: Closing:

Check-out/Closing ritual

A returning citizen in Albuquerque wrote:

“At first I was leery because of all that I had been through, and then I thought that maybe, just maybe, this approach would be good for me. I was willing to try and I did! I don't regret it one bit!

I have been with this panel for almost 16 weeks, and I have found that these people really do have something different from most other support groups.

For one, they put you in a position that demands respect and it is totally up to you to break new ground. There is no pushing or pulling at mental strings; just good old- fashioned understanding and support. I really like that I can personally call any of the panel members if I'm in a crisis, and I've been in quite a few of those.

Working with these people makes the transition from prison to a real work-and-live setting out here easier! I would recommend this panel to anyone who is serious about getting support and resources from the community to better themselves and their families. It's about healing and that's what most of us really need!”

A community panel member wrote:

The experience I've had of serving on a panel member has been indescribable. I have participated on a panel since the inception of the Reparative panels in Albuquerque in September of 2006. The fact that so many others are motivated to assist those coming out of prison is overwhelming.

I retired from Corrections in July of 2008 after 27.5 years of public service, 26 of those with the NM Corrections Department. I knew that the restorative justice model was one that could work if there was enough support from the community. After many meetings and a small contract awarded to Thom Allena, the facilitator, the Albuquerque panels took off.

At first I was so excited to start a panel that I drove from Santa Fe, where I lived at the time, to Albuquerque to be at the meetings. I couldn't wait to help out the participant that I called a friend of mine while the meeting was being conducted to see if he could get her a job. I wanted the participant to succeed right then and there!

Every meeting is different and every panel is different. Some panels bring food, others are all business. The panels are just a way of bringing people together; however, most of the work is conducted outside the panel meetings. I've helped women by giving them rides to their doctor's appointments or looking for clothing at thrift stores. Calling a participant in between meetings to check-in on them is not unusual either. Working with their families is also important as many of the female participants have children and/or depend on a family member for assistance.

The reward comes from sharing a part of you with other members of the community and treating the participant as if they're just as equal as anyone else walking the street. That's when I get a smile in my heart, knowing that a helping hand is extended without judgment and without conditions.

When a woman returns to prison on a violation, it's not considered a failure to me, just a setback that can be overcome. And when they're released again from prison, we'll be there to assist, should they want the helping hand.

Erma Sedillo

Who is eligible to be a panel participant?

Any community member over the age of 18 who cares about community is eligible to apply for training. Any person who has successfully gone through the training, agrees to the terms of membership on a panel can be a panel participant.

Steps to becoming a volunteer

- Contact your local community reparative panel project about attending a panel training session. (In Albuquerque, contact Erma Sedillo.)
- Attend a training session.
- Fill out documentation.
- Get assigned to a panel
- Introduce yourself to the other panel members
- Plan your panel meetings and attend them
- Meet once a month without the core member to discuss progress, concerns and suggestions

Roles and responsibilities

It's important to remember that the *returning citizen has survived indignities of deprivation and exploitation, many of which we cannot imagine. Many have extremely low self esteem. Some have developed the survival tactic of being manipulative. Almost all have experienced some form of domestic violence, including inappropriate sexual encounters in which they were too young or too disempowered to resist.

As a society we frown on the stereotype of women who are in prison, not taking into account that most of them knew only the lifestyles to which they had been exposed growing up. One of the benefits of being on a panel is that the core member gets exposed to other lifestyles and worldviews: yours. As a panel member you model behaviors and attitudes of people who make positive choices and contribute to civil society.

Being a panel member has responsibilities. Those listed below are critically important.

1. **Review the Participant Agreement** frequently and live up to all that is required. It is essential to have a thorough understanding of the responsibilities of a panel member the expectation of the parolee.
2. **Establish and Maintain Boundaries.** This is an especially sensitive area for men as many of the women have issues with men ranging from fear to various kinds of manipulation to get their way.
3. **Beware of undue familiarity.** This can be challenging since panel members, by definition want to help in any way possible. It's important to keep in mind that the returning citizens have been in prison, some more than once. Many have or have had drug problems. It is easy to go overboard in wanting to help them reintegrate back into society, especially if there are children involved.

It is not appropriate to provide your personal address, give them money, take them places or introduce them to your loved ones. This is part of establishing and maintaining boundaries. The job of a panel member is to provide support, not to become someone's personal savior.

4. **Be Positive.** Sincere encouragement and sharing is very helpful. Women returning from prison need

encouragement to deal with feelings and, sometimes, past behavior. They need to be able to share their understanding of themselves and of what steps they must take to move forward in their lives. If you understand issues such as domestic violence and social rejection, it's helpful to their healing to let them know that, while not sharing personal details from your present life.

5. **Follow up with what you say.** Many people have made promises to these women and then not followed through. It is essential to be reliable. If you say you will do something, you *must* do it. For example, if you say that you know someone in MVD who can give you information about how to get a drivers license and will provide that during the next meeting. DO IT! You must be accountable, as you must hold them accountable.

6. **Show respect.** In all that you do with the parolees, let them know that they are human beings, no better or no worse than anyone else. They need to know that they are viewed as a people, not objects.

7. **Be compassionate** while retaining your boundaries. DO NOT allow compassion to eclipse common sense. The combination of compassion and clear expectations helps people follow through.

8. **Be Consistent.** Consistent behavior by both the panel and the parolee may teach them new ways of seeing the world. Seeing that problems and issues can be overcome by doing what you say you will do and expecting the same is the beginning of walking a path to SUCCESS.

9. **Maintain Confidentiality.** This is vitally important. Developing trust is a huge issue for a woman who has been in prison both because of her experiences in prison and because of her life experiences before she was arrested. If a core member says that something is confidential, respect that. Take it seriously and do not, under any circumstances, break her trust. Trust and keeping confidences are intertwined broken confidences will rupture trust in a panel member, and therefore in the panel and possibly, by extension, in society as a whole. Keeping confidences does not include not telling about an issue that would or could cause harm to the core member or anyone else or become a major infraction of the law. Be clear with the returning citizen about this during everyone's introduction to the process.³

In summary:

- ◇ Remember that you are always working as part of a mentor "team"
- ◇ Share information/impressions/concerns with other team members
- ◇ Make meeting and training times a priority during this period
- ◇ Keep your commitments to your mentor team and Core member
- ◇ Work on having a regular meeting time for each week
- ◇ Set boundaries early in your relationship with the Core member
- ◇ Meet in a public place
- ◇ Respect and value your Core member
- ◇ Identify your Core member's strengths and talents
- ◇ Acknowledge improvement and effort
- ◇ Suggest small steps in new or difficult tasks
- ◇ Help your Core member use mistakes as learning experiences

³ The only exception to this confidentiality agreement is the mandatory reporting requirement regarding children which requires that "where there is knowledge or reasonable suspicion that a child is abused or neglected, it must be reported to a local law enforcement agency, the Children, Youth, and Families Department (CYFD) or tribal law enforcement or social service agencies in Indian country."

- ◇ Have reasonable expectations
- ◇ Maintain confidentiality (Ensure that your Core member understands the limits of confidentiality)
- ◇ Be patient. Don't expect miracles overnight. Remember, most of our Core members are trying to change years and years of old behavior. Change takes time.

Do Not:

- ◇ Give out your home phone number, address or any detailed personal information about yourself or your family
- ◇ Invite a Core member into your home
- ◇ Give or lend money or a vehicle to a Core member
- ◇ Store any items for a Core member
- ◇ Give a Core member anything of value
- ◇ Meet alone with a Core member. At least one other team member should be present, except when providing transportation to a meeting (Experienced professionals can use independent judgment)
- ◇ Do things for returning citizens that they can do for themselves. Instead, remember the saying: *Give a person a fish and s/he eats for a day. Teach a person to fish and s/he eats for a lifetime and help them become self sufficient and productive.*

Personal Boundaries

Remember that the panel is an entity and that all members of a panel [must] work together. Schedule some time to meet with each other as a panel every month, possibly right before or after meetings with the core members. Share reactions, information, and concerns. Make the meeting time a priority. Call and cancel if an emergency comes up, and otherwise be there, whether it's convenient or not. Let everyone know in advance if you will be out of town.

Remember your role; you are a CRJP panel member, not a "friend". Be caring and supportive, but do not do things the participant can do herself. Report allegations of abuse to Protective Services. (800) 797-3260.

Don't give out your home phone number (land line), address, or any detailed personal information about yourself or your family. Don't invite a returning citizen to your home for any reason. Don't give or loan lend money, a vehicle, or any [other] thing of value. Don't store personal possessions for a returning citizen. Be careful to not get manipulated into being the "special" panel member or "friend" of the core member. If you're a male panel member, don't be alone in private with a female core panel member.

Section Five: Acknowledgements

Like so many collaborative projects this volunteer manual represents many people's labor. Collaboration can be both rewarding and challenging. The Reparative Panels Pilot Project is no exception and exists largely due to the tireless commitment and dedication of several groups and individuals over the past three years.

This manual is dedicated to both core panel members who have courageously stepped into a process that to a certain extent has been shaped "one the job" and to the many volunteers from across the state who have contributed countless hours and much compassion to this effort. The panels that have met over the past three years have made the work of citizens central in addressing the complex task of both providing support to and expecting accountability from people who return to our communities following a period of detention or incarceration.

This project owes thanks to all who have contributed to bringing Restorative Justice to New Mexico. Our statewide advisory team has met with representatives of involved and interested communities and corrections staff to share panel experiences and explore policy and funding issues every other month for two years. In the recognition that all the work contributed by every person is essential, this list is alphabetical and does not identify any person's role.

Thank you to

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Dr. Gene Coffield	Jonette Mayfield
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John Compton	Guy Miller
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John Cornish	Heather Miro
Deb Curtis	Florence Miera
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Ella Frank	Gail Oliver
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Bernie Lieving	
Jan Levin	

Finally, we collectively acknowledge the women and men who have courageously participated in our panels and who through their acts of faith in this untested project have made a difference in the lives of the core panel members who have made their communities stronger when they returned to them.

With great appreciation,

Thom Allena, Managing Partner, Innovations in Justice

Taos, New Mexico

Section Six: Appendix

Glossary

Definitions

Probation vs. Parole

PAROLE: Any form of release of an offender from imprisonment into to the community by a releasing authority prior to the expiration of his sentence, subject to conditions imposed by the releasing authority and to its supervision, including a term of supervised release. A Corrections Department policy defines a parolee as “an offender who was sentenced to a period of incarceration in a state/contracted correctional facility with a period of parole to follow upon release.”

PROBATION - The release into the community of a defendant who has been found guilty of a crime; typically under certain conditions, such as paying a fine, doing community service or attending drug treatment. Violation of the conditions can result in incarceration. New Mexico Corrections Department policies define a probationer as "an offender who has been adjudicated guilty, the ordered sentence from a Magistrate or District Court is suspended or deferred and a probationary period is imposed.

Probation Parole Division Supervision Levels (In descending order of strictness)

SPECIAL MANAGEMENT PROGRAMS are defined as any “Special Management program of the New Mexico Probation Parole Division or any private program contracted to provide service for the New Mexico Probation Parole Division that provides enhanced or modified levels of supervision and/or programming for offenders.” In Albuquerque, these programs include Community Corrections programs and Intensive Supervision caseloads.

- **INTENSIVE SUPERVISION (ISP)** – defined as “highly structured, concentrated form of probation and parole supervision with stringent reporting requirements and an increased emphasis on offender monitoring, including after hours field/home visits by Probation and Parole Officers.”

- COMMUNITY CORRECTIONS (CCU) – “Any program/treatment service in the community funded via Community Corrections Grant funds, general appropriation funds or other funding sources for the purpose of providing contracted services to adult offenders supervised by the Probation and Parole Division.”
 - SIMILARITIES: Each is a phased program that is designed to last a minimum of six months and that can last for the duration of the supervision period. Each provides enhanced reporting, field contact requirements, and offender accountability. There may be specialized caseloads to deal with a certain type of offender, i.e. domestic violence, gang-related, mental health).
 - DIFFERENCES: Community Corrections has separate funding that allows it to provide more assistance for offenders. As a rule-of-thumb, one should consider Community Corrections for offenders who are higher needs and ISP for those considered to be at higher risk of re-offending. Community Corrections participants must be approved by a Local Selection Panel made up of community and criminal justice system volunteers, who may set additional conditions that must be satisfied before program completion.

STANDARD SUPERVISION: The standard of supervision applied for offender who is not in a Special Management Program.

- Extreme- very high risk
- High - high risk/needs
- Medium - moderate risk/needs
- Low - low risk/needs

New Terms in this Manual

CRP – community reparative panel

Returning citizen – someone who has just been released from prison and is headed back into community.

Returned citizen – someone who was released from prison some time ago and has re-established herself (or himself) in her or his community.

Core panel member – a returning citizen who becomes part of a community reparative panel.

Community Restorative Justice Project – New Mexico Application

Name: _____ NMCD# _____
First Last Middle Initial

Social Security #: _____ Date of Birth _____ Age _____

Address upon release _____ Apartment # _____

City: _____ State: _____ Zip: _____

Message Phone #'s _____

Expected release date _____ Does this include good time credit? Yes No

I will be living with: Family - Name: _____ Relation: _____

OR Transitional Living Program - Name of Program: _____

OR Other – Explain _____

Children will/ will not (circle one) be living with me immediately upon release.

Ethnicity (Check One):

- American Indian or Alaskan Native
Tribe _____
- Asian
- Black or African American
- Hispanic or Latino
- White
- Native Hawaiian or other Pacific Island
- Multi-racial

Physical Disability:

- Yes (Explanation): _____
- No

Gender: Male ____ Female ____

Marital Status: Single Married Divorced

Medications I am taking:

 None

Why I want to participate in the Community Restorative Justice Project is:

How I think that you might be able to help me: (Here are the kinds of assistance I am interested in receiving)

Number of prior felony convictions _____ Total years served in my lifetime in Prison _____

My participation in Corrections Pre-Release Programs include:

- Corrective Thinking (MRT): completed? Yes No
- TCU: Phase 1 ____ Phase II ____ Phase III ____
- Crossings
- GED: Completed Yes No
- College Courses completed _____
- Substance Abuse: completed? Yes No
- Other _____

I certify that all the information provided on this form is correct and complete to the best of my knowledge.

 Date

 Applicant Signature

Mail completed form to: Erma Sedillo, PO Box 7574, Albuquerque 87194
 Optionally, contact Erma by phone at 505-220-3952 (cell)

Community Restorative Re-entry Panel

returning citizen Program Contract

I _____ voluntarily agree to participate in the Community Restorative Re-entry Panel Program that I understand exists to support me during the course of my probation or parole supervision.

I agree that:

- I will do my best to become a productive member in my community.
- I will attend panel sessions as scheduled to discuss issues, concerns and difficulties I have.
- I will contact my mentor before the session to inform him/her if for some reason I am unable to attend my panel session.
- I will meet or speak with my panel mentor in between sessions as determined by my mentor and myself.
- I will take responsibility for my decisions and actions.
- I will work to repair the harm I have caused and find ways I can positively and constructively connect to my community.
- I will respect the safety of the community and of the people directly affected by my crime.

I understand that:

- Parties harmed by my actions may be contacted and asked for their input into the process.
- The Community Restorative Re-entry Panel program is a pilot program of the New Mexico Corrections Department and is funded in a limited way through this agency.
- If I choose to leave this program, I must first meet with my panel members to discuss this option, ask their input and seek their agreement.
- All data related to my participation and outcome will be used for statistical purposes only; to help develop best practices with intent to help other persons on probation and parole in the future. My personal information confidential in this process.

In return, the Community Reparative Panel Program will:

- Support me with my reintegration as I need help.
- Assist me in rebuilding trust and establishing community connections.
- Support me in repairing any harm to the people I harmed, my community and to myself as appropriate.

I agree to work with my panel for six months, at which point I can request my panel's support for an additional six months. I also realize that my participation in the program could be terminated if I break my agreements, violate probation or parole conditions or demonstrate abusive or disrespectful behavior to my panel members. If I share information that leads members of my panel to believe that I am risk to others or myself, I realize they are obligated to report this information to appropriate authorities. Also, I am free to terminate my participation at any point in time without repercussions from my probation or parole officer.

Signature of Core Panel Member

Date

Signature of CRRP Representative

Date

Facilitator Guidelines

Step One: Opening: Welcome/Check-in

- B. If this is the **first session** get to know each other and provide everyone with the purposes of this community restorative justice panel:
 1. To provide a process of community support and accountability for _____ to be successful in the community and for the community to become strengthened.
 2. To provide a process for welcoming _____ back to the community and restoring his/her dignity.
 3. That each person may say where they are from, something about their family and why they are here.
 4. To inquire what the participant's most immediate needs are at this time.
 5. To proceed to Step Three and review session highlights; making agreements (if appropriate) and scheduling next session.
 6. To explain confidentiality limitations as stated on participant contract.

- C. If this is not the first session, invite everyone to check-in.

Step Two: Dialogue with the returning citizen

- A. Meet the participant's reintegration needs: The facilitator or panel members may ask the participant:
 1. How did your week go?
 2. What challenges are you facing right now?
 3. What kind of support do you need?
 4. Were last week's agreements completed? (Explore this with the participant if agreements were made at the previous session.)

Panel members: share your own personal experiences as they apply to the conversation.

- B. Explore ways to reconnect and rebuild trust with the community
 1. Explore ways to build healthy relationships/pro-social relationships in the community
 2. If community service is appropriate, assist the participant to develop service that builds relationships and restores trust.
 3. Share your experiences of the value of relationships in your own life.

- C. Make amends/repair harm to the victim(s) and the community
 1. Invite the participant to consider who has been affected by his or her crime and subsequent incarceration.
 2. Recount incidents when you committed a crime or were a victim of a crime.
 3. Explore with the core participant ways to make amends and repair any harm.
 4. Work with the core participant to not re-victimize the victim or the community.

Step Three: Session Review/Actions/Scheduling

- A. Review the session highlights

1. Co-Facilitator: review the session highlights as they relate to reintegration issues, building relationships in the community and repairing harm/making amends.
- B. Take action: make agreements
 1. Ask if any actions or agreements need to be taken between sessions. (Actions can be commitments made by either the participant or by panel Members)
 2. Co-facilitator: record actions and agreements on a CRP agreement form; review the items and gather signatures of all present. Give the core member copies and keep a set in her or his CRP file.
- C. Set the next panel session date.

Step Four: Closing: Check-out

- A. Possible closing questions:
 1. Do any actions or agreements need to be taken between sessions?
 2. What is one gift you take from the session?
 3. What is one thing you learned about yourself or another today?
 3. What is one improvement we can make in our panel?

Community Restorative Justice Project - NM

Panel Meeting Minutes format

Meeting Date: _____

Core Member's Name: _____

Panel Members in attendance: _____

Total number of community hours spent on this project this week _____

Key Issues discussed

-
-
-
-

Resolution to concerns (if any)

-
-
-
-

Tasks to be accomplished for next meeting:

-
-
-
-

Date & Location of next scheduled meeting _____

Name of person taking minutes: _____

Community Restorative Justice Project Core Member Termination Report

Core Member _____ NMCD# _____

Date of Entry: _____ Date of Termination: _____

This Community Restorative Justice Project participant is hereby terminated from the Project as follows:

Satisfactory termination (Comments: _____

Unsatisfactory termination for the following reason(s):

Core member request to terminate: _____

Core member fails to participate in Project: _____

Core member has violated terms of Parole and is incarcerated

Technical violation(s): _____

New Charge(s): _____

Other: _____

Total community hours spent on this project: (#people x #hours) _____

This information is true to the best of our knowledge:

Panel Facilitator

Panel Member

Panel Member

Panel Member

Date

Community Restorative Justice Project Panel Monthly Progress Report

(to be submitted via email to Bonlynlee@msn.com by the 5th of each month)

Report for the month of _____

Date Submitted: _____

Core member: _____

NMCD#: _____

Panel Coordinator: _____

Panel Members: _____

Usual Meeting date/time/ location: _____

Meeting dates this reporting period: _____

Total community hours spent this month: (#people x #hours) _____

Goals and topics discussed (brief description): _____

Areas of interest or concern for which I would like to have training or special assistance:

General Comments:

Parole Board Action and Minutes

S

STATE OF NEW MEXICO
ADULT PAROLE BOARD
PAROLE BOARD ACTION AND MINUTES



INMATES NAME: _____ NMCD# _____ CR- _____

The Parole Board heard evidence from inmate and Case Worker _____ and the Board takes the following action:

- Parole effective upon completion of basic sentence; provided that actual release will not occur until an investigation has been accepted and victim notification completed.
- Parole granted to detainer, if detainer / charges are dropped report to the nearest Probation Parole Office within 24 hours. Failure to report will result in revocation of parole.
- Parole denied (indeterminate sentence) REASONS: _____
- Parole action deferred until _____
- Parole granted pending an approved parole plan, provided you maintain a clear conduct record to date of parole release, otherwise parole denied (indeterminate sentence).
- Parole granted from CR# _____ to Consecutive CR# _____ effective _____
- Parole granted from CR# _____ to Concurrent CR# _____ effective _____

PRESENT:

Chairman/Member _____ Member _____ Date _____

SPECIAL CONDITIONS OF PAROLE

- A. I will participate, successfully complete, and obey all rules of the following program:
 - Any Alcohol/Substance Abuse Treatment/Counseling deemed appropriate as determined by PPO
 - Assessment requested
 - Sex offender treatment/counseling
 - Domestic Violence Intervention
 - Anger Management
 - A.S.P.E.N. 1-866-512-7736
 - Residential Treatment
 - Other _____
 - Victim Impact Panel i.e.:DWI (MADD)
 - AA/NA
 - Community Service per PPO
 - Family and/or parenting counseling
- B. I will refrain from the following activities:
 - Contact with co-defendant(s)
 - Gang contact/attire/paraphernalia
 - Driving any vehicle without a properly installed Ignition Interlock device
 - Contact with victim(s) _____
 - Other _____
 - Driving without a NM Driver's license
- C. I will pay monthly parole costs, payable through my Parole Officer. (31-21-10 NMSA).
 - Conviction prior to 7/1/04: \$ _____ per month. (\$15-85)
 - Conviction On or after 7/1/04: as set by District Supervisor
- D. I may be ordered to pay restitution to the victim(s) of my crime(s). If restitution has been ordered by the court, the amount is to be determined by my Parole Officer and payable through him/her (31-17-1, NMSA 1978 Annotated).
- E. I will pay \$100 DNA fee.
- F. Level of supervision
 - ISP
 - Community Corrections (if accepted)
 - Per PPO assessment of risk: high/moderate/low
 - Curfew _____
 - Electronic Monitoring/GPS _____
- G. Comply with terms of J & S.
- H. I will consider the Technical Parole Violator Program if deemed appropriate by my Parole Officer and approved by the Parole Board
- I. Sex offenses specified in 31-21-10.1 (E) NMSA:
- J. _____

The above Special Conditions have been explained to me and I accept. I understand any violation of my parole conditions may result in my return to the Penitentiary for final revocation proceedings. I will abide by the rules and regulations of the institution and the Laws of the State of New Mexico. I further understand that involvement in any infraction of the institutional rules or violation of law may result in rescission of parole. I also understand that I may be held past my release date pending approval of an investigation.

I refuse to accept conditions. I elect to do parole in the institution.

SIGNATURE _____ NMCD# _____ WITNESS _____

DATE and INSTITUTION _____ DATE and INSTITUTION _____

XC: WHITE - INMATE; PINK - INMATE FILE; YELLOW - PAROLE BOARD FILE; GOLD - PAROLE BOARD MINUTES

Standard Parole Conditions

STANDARD PAROLE CONDITIONS

1. I will report to my Parole Officer no later than the 10th of each month in person (unless otherwise instructed) and submit a full and truthful MONTHLY REPORT on the form provided for that purpose.
2. If I am paroled or transferred to the custody of another State, I will abide by any rules in effect in that State in addition to the Parole Conditions imposed by the New Mexico Adult Parole Board.
3. I must secure a travel permit from my Parole Officer before:
 - (a) Leaving the State of New Mexico;
 - (b) Advise PPO of any travel out of county before actual travel.
4. I must notify my Parole Officer, and secure his/her consent before:
 - (a) Changing my residence;
 - (b) Changing my employment;
5. I will demean myself as a law abiding citizen. I will notify and advise of any **arrest** to my Parole Officer within 72 hours (*felony or misdemeanor*).
6. I will not illegally possess, use or sell any narcotic drug and / or controlled substance or paraphernalia related thereto.
7. I will submit urinalysis testing at my Parole Officers discretion.
8. I will not knowingly associate with any person whom my Parole Officer has identified as a detriment to my parole.
9. I will not own, carry, purchase or possess deadly weapons of any kind.
10. I will pursue and maintain employment and/or education and notify my Parole Officer in the event of termination thereof.
11. I will not enter into any agreement to act, or act as an "informer" or special agent for any law enforcement agency without the permission of the Director of Probation and Parole Division.
12. I will permit my Parole Officer to visit me at all reasonable times and places.
13. I will submit to reasonable warrantless searches per Probation and Parole Division Policy.
14. I will not consume or buy intoxicating beverages at any time.
15. I will not enter what is commonly known as a bar or lounge where intoxicants are sold.

Revised 06/07