



**Results from a survey of Staff, Volunteers and Board of the  
Nova Scotia Restorative Justice Program**

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## Acknowledgements

The questionnaire was designed to collect data for several projects of the Nova Scotia Restorative Justice-Community University Research Alliance (NSRJ-CURA) including:

A Critical Race Approach to Restorative Justice: The African Nova Scotian Context (lead researcher Michelle Williams-Lorde)

Community Capacity Building in Nova Scotia's Restorative Justice Program (lead research Bruce Archibald)

Community in Restorative Justice (lead researchers Bruce Archibald and Jennifer Llewellyn)

Due Process for Offenders and Victims in Restorative Justice (lead research Bruce Archibald)

Restorative Justice Principles in Practice (lead researcher Jennifer Llewellyn)

The Lead Researchers on each project designed the questionnaire items related to each of their projects in consultation with Diane Crocker, Research Methods Co-ordinator NSRJ-CURA. For more details on each of these projects see [www.nsrj-cura.ca](http://www.nsrj-cura.ca).

Thanks are owed to Jennifer Llewellyn (Director, NSRJ-CURA), Chrystal Gray (Project Manager, NSRJ-CURA) for facilitating the data collection.

The authors of this report would like to thank the participants of the NSRJ-CURA, particularly our community partners, for their support of this research. Research assistants worked on the survey along the way: Ben Burgess, Josh Norwood and Emily McQuillan.

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## **Introduction**

During the summer and fall of 2009, researchers from the NSRJ-CURA ran a survey of staff, volunteers and board members. The survey was administered on the telephone by student research assistants.

The questionnaire included items related to several NSRJ-CURA projects including:

- a) Community in Restorative Justice
- b) Community Capacity Building in the Nova Scotia Restorative Justice Program
- c) A Critical Race Approach to Restorative Justice: The African Nova Scotian Context
- d) Restorative Justice Principles in Practice
- e) Restorative Justice in Urban and Rural Contexts
- f) Due Process for Offenders and Victims in Restorative Justice

The aims were twofold:

- i) to measure the views of people working in the NSRJ program on various issues related to the institutionalization of restorative justice (RJ) and;
- ii) to help identify the most salient issues to investigate in more depth with qualitative research methods.

The data collected will contribute to several NSRJ-CURA projects and will provide the researchers leading these projects with general observations from a large sample of people working in the restorative justice program in Nova Scotia. The data will contribute to answering their various research questions and facilitate follow-up interviews on the various issues addressed in the questionnaire.

## **Summary of Findings**

On people working in the program

- Half the people we interviewed were volunteer facilitators; 29 percent were board members and 18 percent were case workers
- On average, each respondent had been in their role for four years and one-quarter had held another position in the program.
- Almost three-quarters of respondents were women and seven percent identified as African Nova Scotian.

- Half of the respondents were working or volunteering in the Halifax agency.
- A higher proportion of men are on the boards, compared to women. A higher proportion of women are volunteer facilitators or case workers.

#### On values

- The least important elements of restorative justice were punishment and spirituality.
- Volunteers rated punishment, denunciation and punishment as more important than did staff.
- Most see restorative justice as providing adequate consequences and punishment for offenders

#### On practices

- Family group or community conferences were seen as the most restorative practice. Media exchanges were seen as the least restorative practice.
- Almost all respondent agreed that mediation and facilitation are distinct processes and less than half agreed that mediation is more appropriate to restorative justice than facilitation.

#### On applicability of restorative justice

- Three-quarters of respondents felt that there are some offenders, particularly violent and sexual offenders, for whom restorative justice should not be used.
- Almost 70 percent of respondents felts that there are some offences, particularly violent and sexual, for which restorative justice should never be used.
- Approximately half of respondent felt that if restorative justice was to be used of sexual, repeat or violent offences it should be used post-conviction.

#### On the governance of restorative justice

- A large majority agreed that restorative justice should be done by community-based agencies and that these agencies should be run by community boards.

#### On the goals of the Nova Scotia Restorative Justice Program

- Just under half of respondents felt that the NRSJ program is achieving its goal to build community capacity.

- Almost all respondents agreed that the NSRJ program can reduce recidivism, increase confidence in the justice system, increase victim satisfaction, and strengthen communities.

On issues related to race

- Just over half the respondents were familiar with Afrocentricity or Afrocentric principles. Most of them were working in the Halifax region.
- A large majority of respondent felt that African Nova Scotians are treated fairly by the NSRJ program and that their needs have been met by the program.

On due process and rights protection

- Respondents generally felt that restorative justice processes were fair and that offenders, victims and community members were well protected.

For more details on data from this survey please contact the NSRJ-CURA Research Methods Coordinator, Diane Crocker ([diane.crocker@smu.ca](mailto:diane.crocker@smu.ca)).

## Findings for each survey question

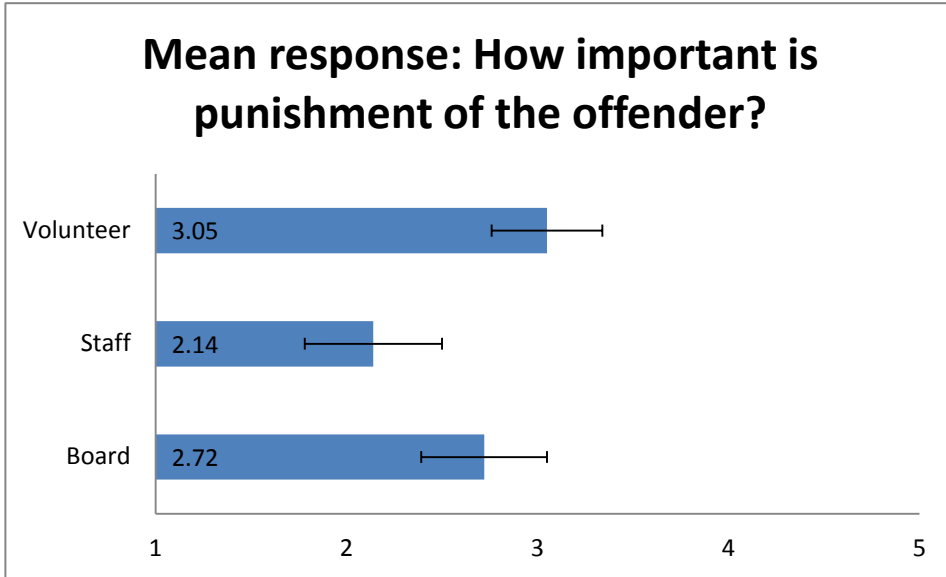
### *Question One: values associated with restorative justice*

First off, we are interested in knowing your views on various elements of RJ. We'd like your views on how important they are. So, we are going to read out a list of things that may or may not be important when doing RJ. So, on a scale of 1 to 5, where 1 is "not at all important" and 5 is "very important", how important is...

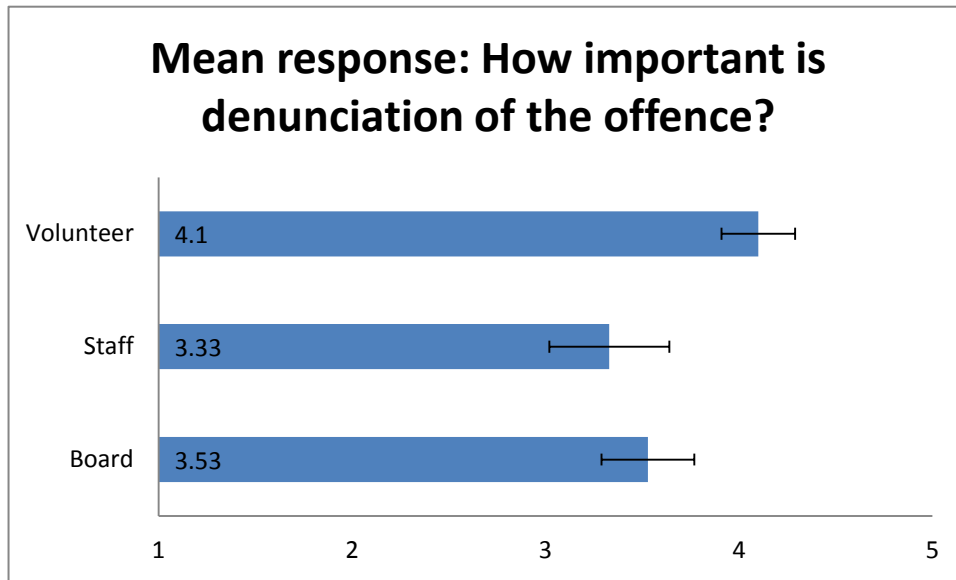
	% who responded		
	Not Important (1 or 2)	Neutral (3)	Important (4 or 5)
Holding the Offender Accountable	0	0	100
Having the Offender Take Responsibility for the Offence	0	0	100
Repairing Harm to the Victims	0	1	99
Rehabilitation of the Offender	0	2	98
Reintegration of Offender into Community	0	2	98
Empowering Those Affected by the Harm Through Participation	0	2	98
Restoration of Harmony in the Community	0	3	97
Repairing Harm to the Community	0	4	96
Establishing Dignified and Equal Relationships Between Those Involved	0	5	95
Community Building	0	7	93
Voluntary Participation of the Offender	1	4	95
Voluntary Participation of the Victim	1	5	94
Community Values	1	8	91
Strengthening Community	1	8	91
Healing of Community	1	10	90
Reintegration of Victim into Community	2	4	94
Healing of Offender	2	4	95

	Not Important (1 or 2)	Neutral (3)	Important (4 or 5)
<b>Question 1 (cont.)</b>			
Settlement of Dispute	2	6	92
Healing of Victim	2	6	93
Increasing Public Confidence in the Justice System	2	7	91
Crime Prevention	2	8	90
Reducing Recidivism	2	9	89
Reconciliation	2	22	76
Deterrence	4	7	89
An Apology	6	13	81
Forgiveness	6	30	63
Getting at the Root Cause of Crime	10	18	73
Denunciation	11	24	65
Reintegrative Shaming	32	15	53
Spirituality	42	31	27
Punishment	46	17	38

On average, volunteers rated punishment of the offender as more important than staff.

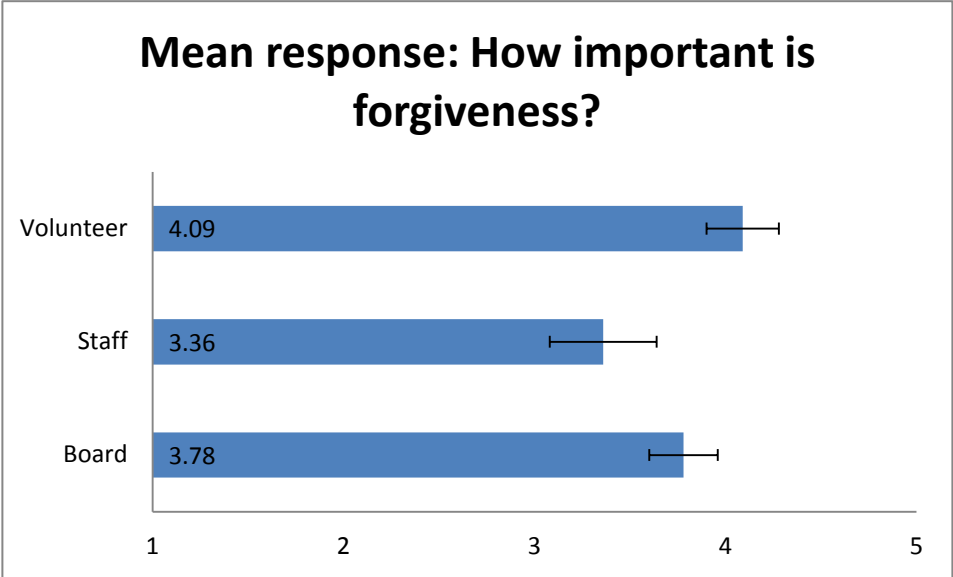


Volunteers rated denunciation of the offence as more important than staff or board members.



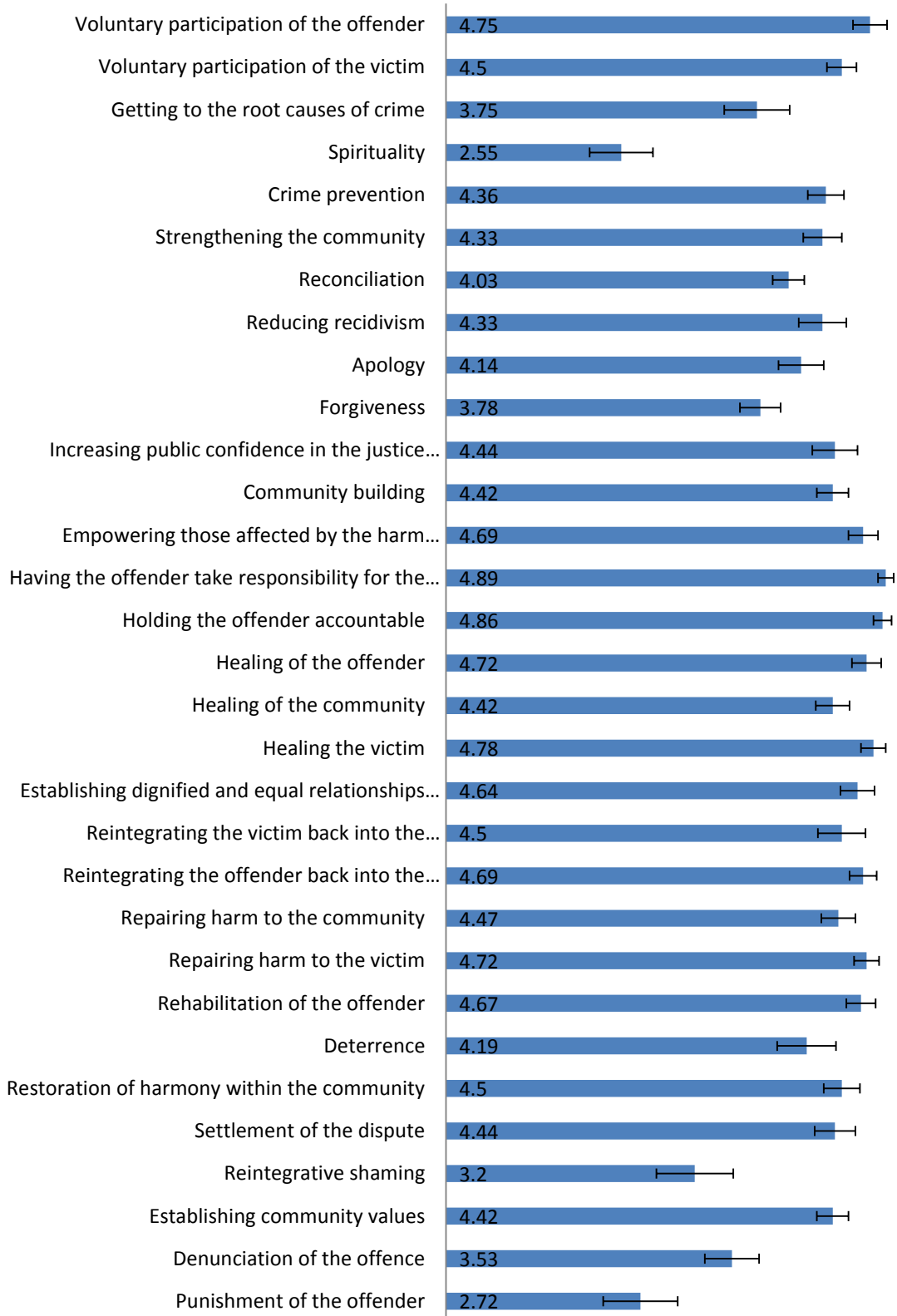


Volunteers rated forgiveness as more important than did staff.

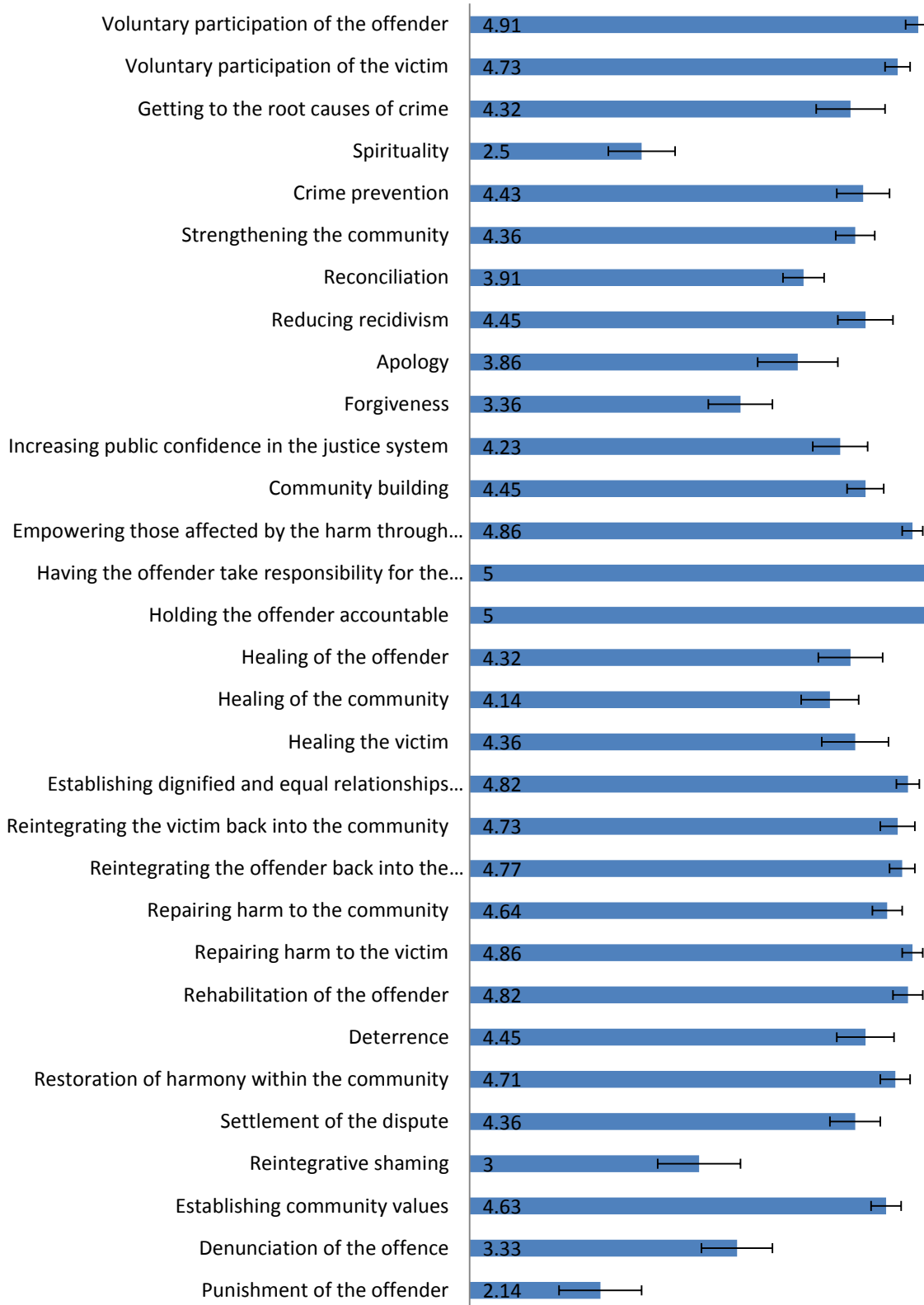


The four graphs that follow show the average responses for each question for each group of respondents and for the sample as a whole.

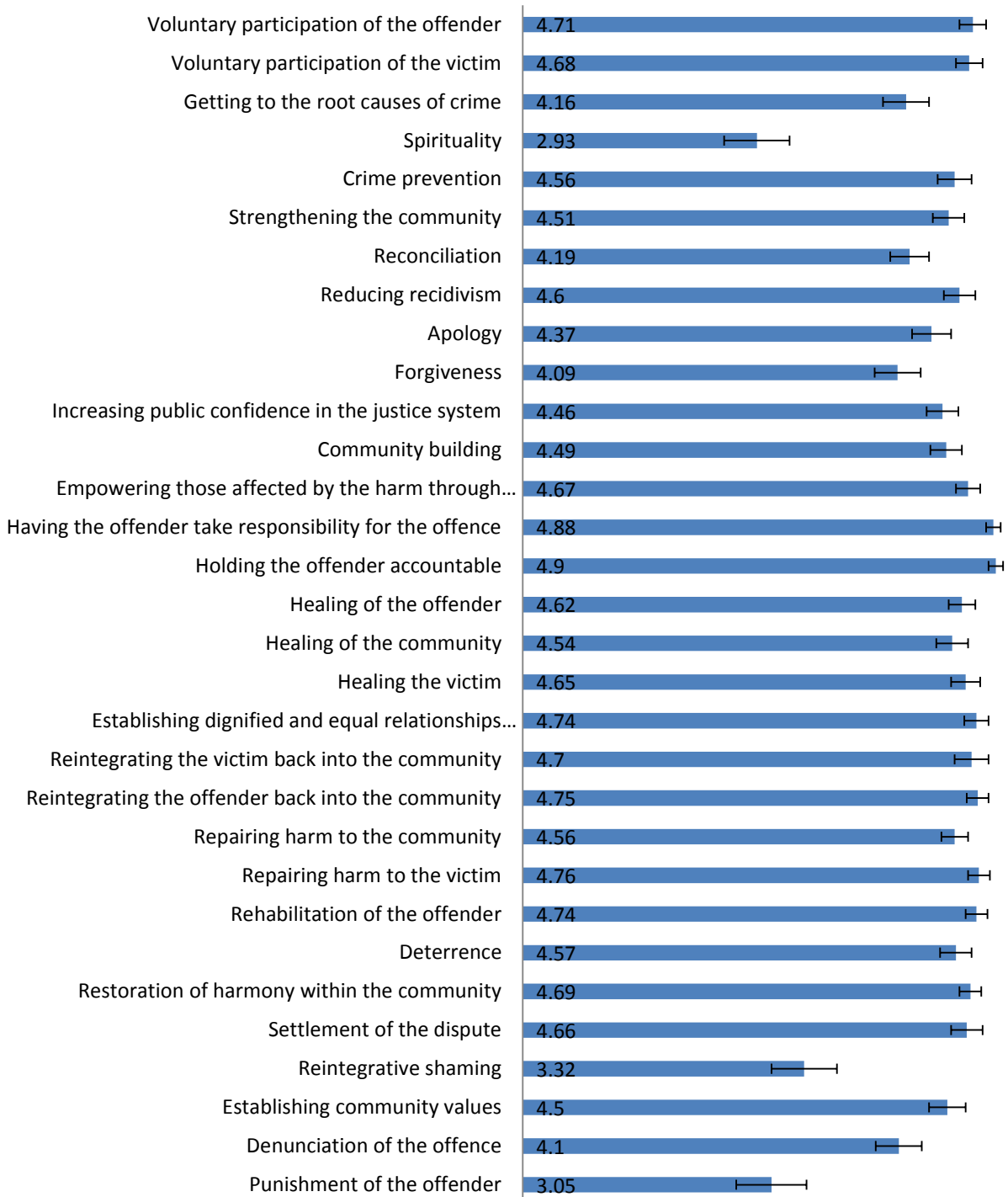
## BOARD: In RJ practice, how important is...



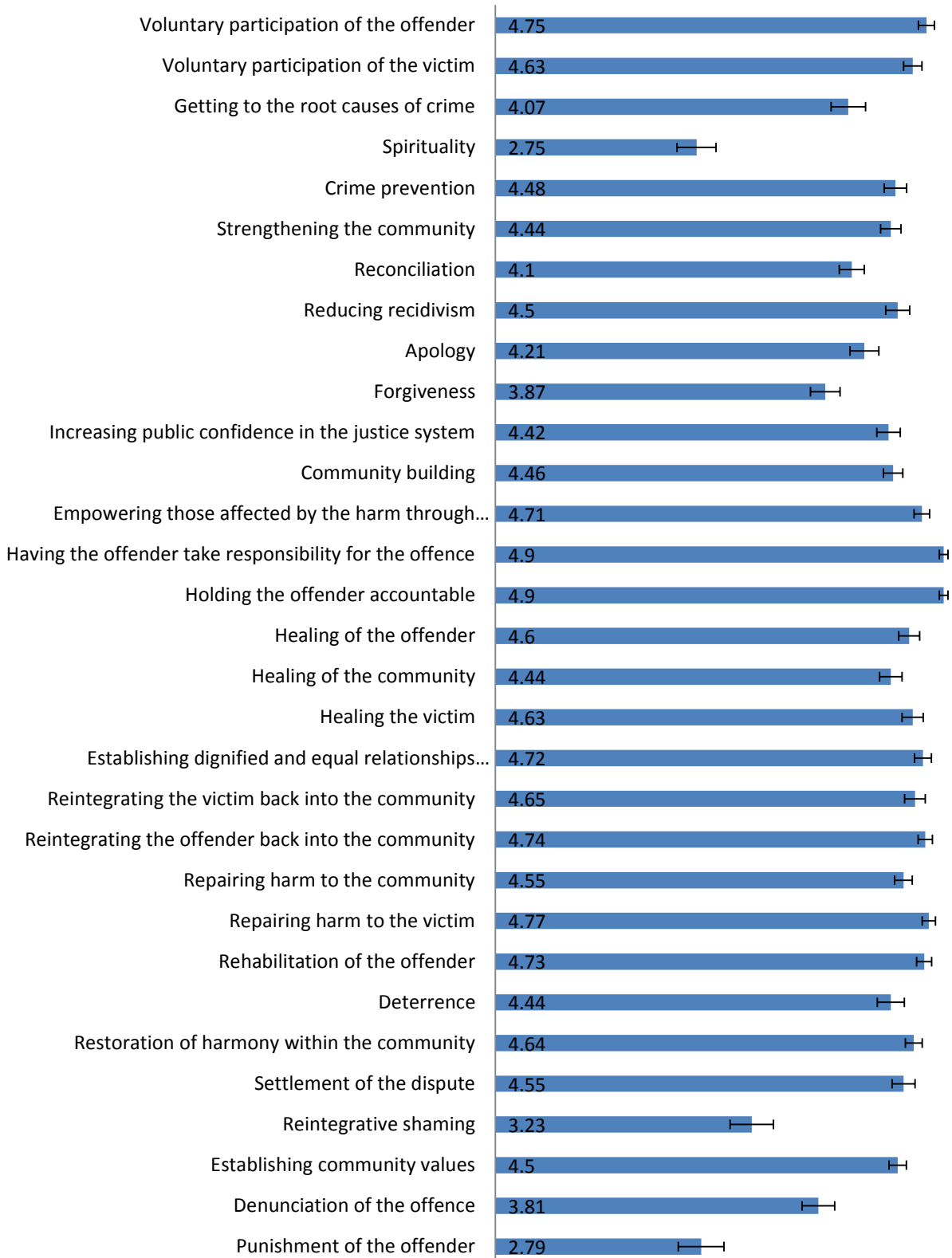
## STAFF: In RJ practice, how important is...



## VOLUNTEERS: In RJ practice, how important is...



## Overall mean: In RJ practice, how important is...



## ***Question Two: Restorativeness of practices***

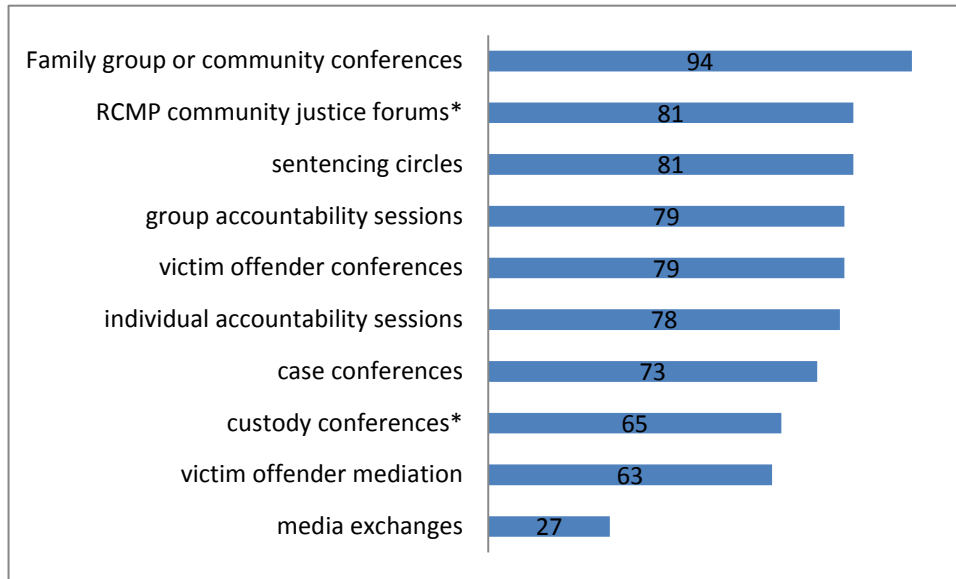
RJ practices also offer different chances to achieve the ideals of restoration. We'd like your views on how restorative many commonly used RJ practices are. If you are not familiar with a particular practice just let me know and we can go on to the next one.

On a scale of 1 to 5, where 1 is "not at all restorative" and 5 is "very restorative", how restorative are...

	not restorative	neutral	restorative
Family group or community conferences	0	6	94
victim offender conferences	6	16	79
victim offender mediation	1	5	63
group accountability sessions	6	15	79
individual accountability sessions	6	15	78
sentencing circles	3	16	81
RCMP community justice forums*	7	12	81
custody conferences*	5	30	65
case conferences	6	21	73
media exchanges	44	29	27

\* It should be noted that a relatively large proportion of respondents said "don't know" to these items, indicating that they are not familiar with these practices.

Percentage of respondents stating that each practice is “restorative”



**Questions Three & Four: Offences and Offenders for which/whom RJ is not appropriate**

**Are there kinds of offenders for whom RJ should never be used?**

	Percent
Yes	74
No	25
Don't Know	<u>2</u>
Total	100
n	(126)

**Of those who agreed, we asked: What kinds of offenders?**

Percent\*

Repeat	15
Violent	37
Sexual	33
Family Abusers	14
Those Who Do Not Take Responsibility For The Offence	10
Mental Health Issues or Addictions	2
Other	12
n	(93)

\* does not equal 100 due to multiple responses



**Are there kinds of offences for which RJ should never be used?**

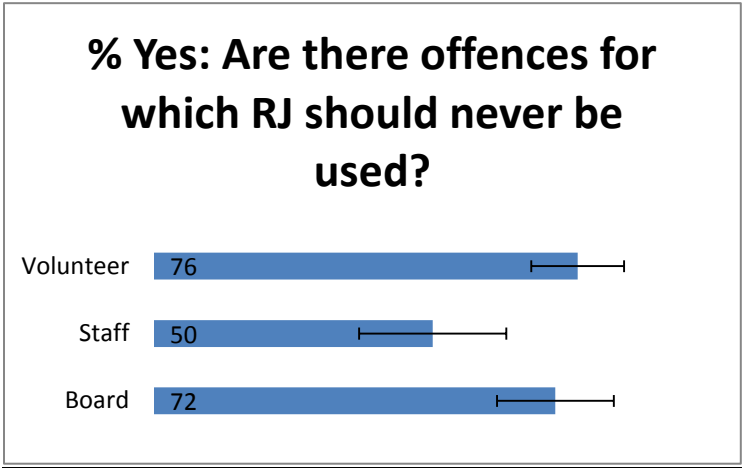
	Percent
Yes	69
No	29
Don't Know	<u>2</u>
Total	100
n	(126)

**Of those who agreed, we asked: What kinds of offences?**

	Percent*
Repeat	6
Violent	42
Sexual	41
Family Abused	21
Weapons Offences	5
Other	15
n	(87)

\* does not equal 100 due to multiple responses

Fewer staff agreed that there are offences for which RJ should never be used. The was no difference between board and volunteers in the level of agreement.



**Question Four**

**Are there other circumstances in which RJ should never be used?**

	Percent
Yes	32
No	67
Don't Know	<u>2</u>
Total	100
n	(126)

**Of those who said yes we asked: Under what circumstances should RJ not be used?**

	Percent
Power Imbalances	1
Where Victim Chooses Not To Participate	4
Other	12
n	(17)

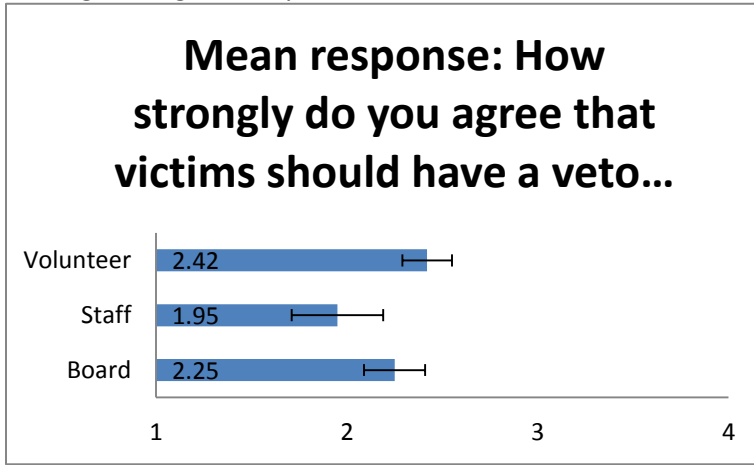
	Percent who responded				
	Pre-Conviction	Post-Conviction	Either	Should NOT Be Used	I Don't Know
If RJ was going to be used for . . .					
sexual offences, it would be best used	6	56	25	6	8
repeat offenders, it would be best used	6	51	35	2	7
violent offences, it would be best used	4	57	28	6	6

### ***Question Five: Various issues relating to values, practices and governance***

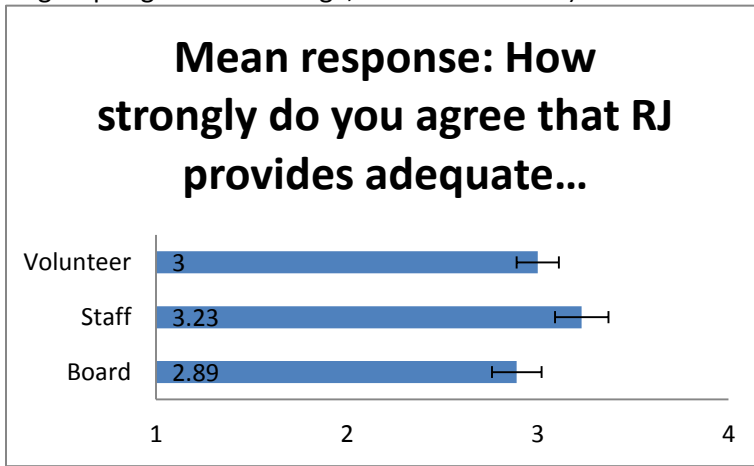
I'm going to read a series of statements. I'd like to know your level of agreement with each. How strongly do you agree that . . .

	<u>% Agree</u>
That RJ Provides Adequate Consequences For Offenders	86
That There Is A Difference Between An Offender Who Pleads Guilty And One Who Takes Responsibility For His Or Her Actions	94
That Only Those Who Take Responsibility For Their Actions Should Be Involved In RJ	91
That RJ Provides Adequate Punishment For Offenders*	76
That RJ Is Essentially A Way To Keep Offenders Out Of The Traditional Justice System	55
That Mediation And Facilitation Are Distinct Processes	94
That RJ Is A Different Way Of Doing Justice	96
That Model Scripts Should Be Used In The RJ Process*	43
That Mediation Is More Appropriate To RJ Than Facilitation*	42
That Facilitation Should Focus On Achieving An Outcome Agreement And Not On Providing A Space For the Parties to Talk	17
Offenders Must Give Free and Informed Consent Before Participating In RJ	94
That RJ Processes Involving Youth Should Be Confidential	95
Offenders Must Give Free and Informed Consent Before participating in RJ	94
That RJ Processes Involving Adults Should Be Confidential	71
Victims Should Have A Veto Over The Use of RJ	42
That Confidentiality Contradicts Some Of The Basic Goals of RJ	58
That RJ Should Usually Be Done By Community Based Agencies	85
That RJ Is Better Done By Professionals In The Criminal Justice System	37
That RJ Should Be Done By Trained Professionals, Not Community Volunteers	34
That Government Should Be More Involved With The Running Of The NSRJ Program	45

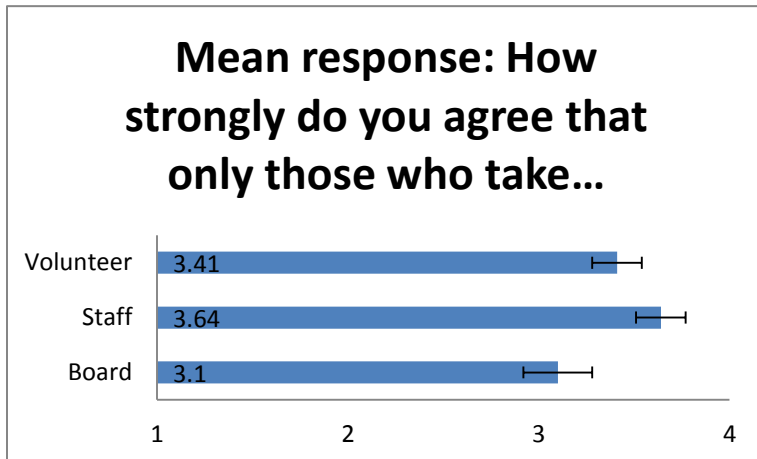
Staff agreed significantly less than volunteers that victims should have a veto over use of RJ.



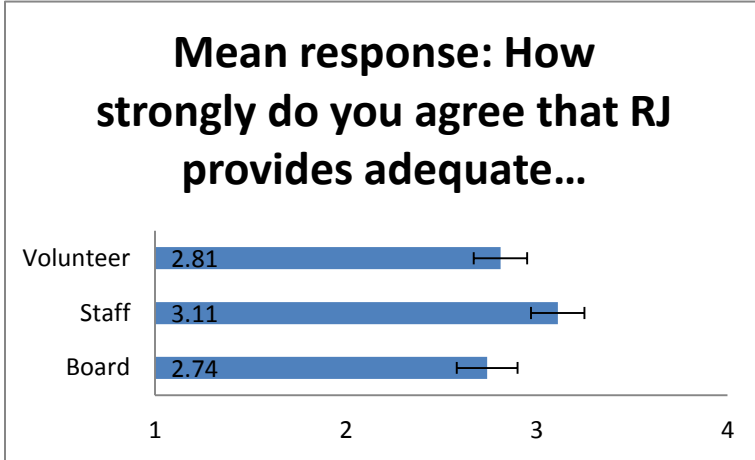
Board agreed significantly less than staff that RJ provides adequate consequences for offenders (but all groups agreed on average, means: 2.89-3.23).



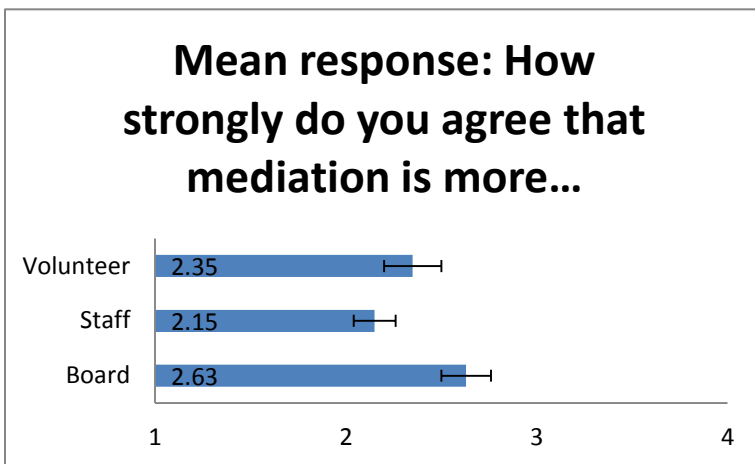
Board agreed significantly less strongly that only those who take responsibility should be involved in RJ (but all groups high in agreement, means: 3.1-3.64).



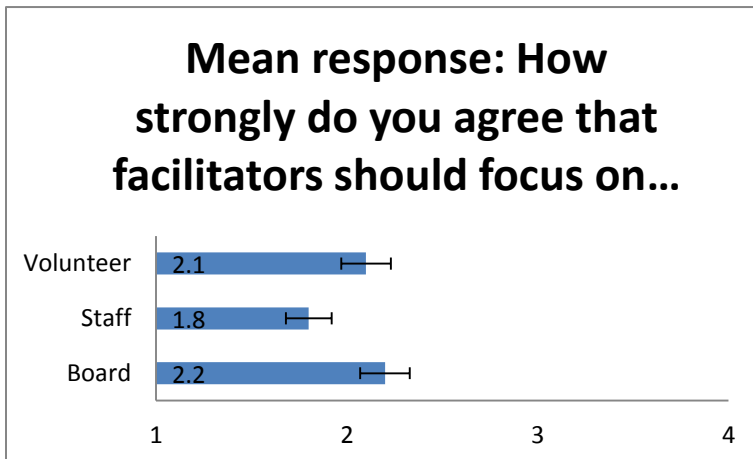
Staff agreed more strongly that RJ provides adequate punishment for offenders.



Board more likely to agree that mediation is more appropriate in RJ than facilitation (interesting split: means all fall between agree and disagree).



Staff disagreed more strongly that facilitators should focus on reaching an agreement rather than providing space for the parties to talk but all means hovered around 2 (disagree).



### ***Question Six: Community capacity building***

Given that community involvement and capacity building are goals of the NSRJ program, we are interested in knowing something about your views on how the goals can be addressed.

a. First off, we'd like your views on how well the NSRJ program is achieving its goal to build community capacity. How well do you think the program is achieving this goal on a scale of 1 to 5 where 1 is 'not well at all' and 5 is 'very well'?

	<u>percent</u>
1 (not at all well)	2
2	9
3	43
4	34
5 (very well)	10

## ***Question Seven: Involvement of community and government***

The next questions ask about issues that arise out of the involvement of community and government with RJ. Please indicate your level of agreement with the following statements.

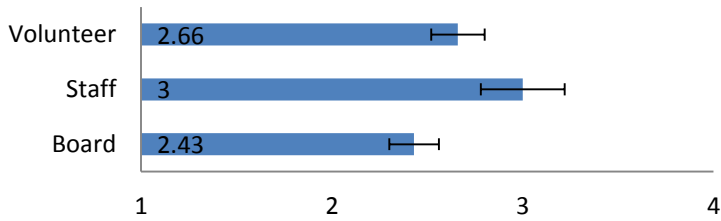
How strongly do you agree that . . .

Agree

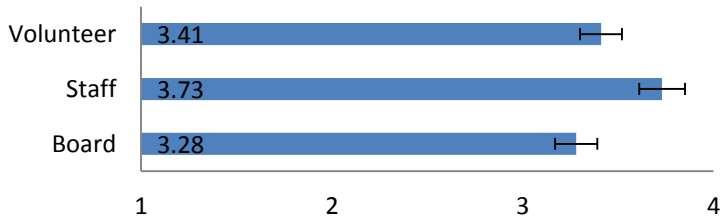
The NSRJ Program Can Effectively Reduce Recidivism	98
The NSRJ Program Can Increase Public Confidence In The Justice System	94
The NSRJ Program Can Increase Victim Satisfaction	100
The NSRJ Program Can Strengthen Communities	94
RJ Processes Should Include The Communities Of Support For The Victim	98
RJ Processes Should Include The Communities Of Support For The Offender	98
That RJ Processes Must Include The Community Of Harm	94
That Using Facilitators From The Community Is Among The Best Ways To Involve Community In Our Work	96
RJ Processes Must Include Representatives From The Community At Large	94
That RJ Agencies Should Be Run By Community Boards	82
That RJ Programs Are Better Run By Community Based Organizations, Not Government Agencies	79
That The Community At Large Should Be More Involved With Running The NSRJ Program	62
You Find It Difficult To Get The Community Involved In Your Work	62
Your Community Is Highly Involved In The Work Of Your Agency	57
RJ Is More Effective In Small Communities Than Big Communities	19
RJ Is Better Suited To Rural Communities Than Urban	9



**Mean response: How strongly do you agree that your community is highly...**



**Mean response: How strongly do you agree that RJ processes should include...**



## ***Question Eight: Involvement of community***

How does your agency involve the community into its work?

Sending youth into the community for their community service hours (this depends on where the youth is being sent)

“The victim and offender are members of the community” / RJ participants are from the community

The board members are the community

Inviting community members to the sessions

“Community Outreach during RJ Week” / Radio spots/ RJ Cafes/ Information in local newspaper about RJ program

Facilitators are from the community

Going out to speak to community organizations /information sessions

Students working in the RJ Offices / Using volunteers from the community

Make use of other community agencies

Involving community in workshops put on for youth

“We maintain positive relationships with Law Enforcement” / encouraging police officers to attend conferences

Holding sessions in the community of harm

Education component of program

Working in schools to get teachers, parents and students involved in RJ

Encouraging community to participate in RJ fundraisers

Case workers assigned to regions and community building in that area / sitting on boards in those areas

Advisory boards involving members of the community

Volunteer coordinator from community / “Community perspective speakers

Asking community members to help “clean up” high crime areas

## ***Question Nine: Community organizations involved***

Do you know of any community organizations involved in RJ processes? If so, what are they?

Addiction Services	Crown	MADD
Big Brother Big Sister	Family Resource Center	Mainline
Black Educators Association	Food Banks	Mental Health
Boys and Girls Club	Hanse Society	Nursing Homes
Cadets	Health board	Police Dept
CHOICES	IROC	Rinks
Churches	Knights of Columbus	Salvation Army
City Recreational Departments	Legion	Schools
Community Centres	Library	SPCA
Courts	Lions club	Waterfront development
Women's Centres	Fire dept	Neptune Theatre
YMCA	Halifax Shopping Ctr	Probation
Boxing Clubs	IWK	RCMP
CAS	John Howard Society	Sports teams
Community Justice	Leave Out Violence	Sunset Home
Daycares	Maggie's Place	Tabitha Centre
Early Intervention	Party Game	Tenants Associations
Elizabeth Frye	Phoenix house	Youth Centres
Family Services	Mi'kmaq friendship Centre	Youth LIVE

### ***Question Ten: Communities served***

Finally, we are interested in knowing more about the different communities served by your RJ agency.

What kinds of distinct communities are served by your agency?

	<u>Percent *</u>
African Nova Scotians	39
Other	25
Native	18
Don't Know	16
Acadian	12
None	12
Caucasians	7
Immigrant	7

\*Column total does not equal 100 because of multiple answers

### ***Question Eleven: Racial barriers***

An evaluation of the Nova Scotia RJ program identified racial barriers as a problem. First off, do you have any thoughts on how racial biases manifest themselves in RJ processes or in the RJ Program?

Don't Know	39%
Other	21%
No Longer A Problem	19%
Less Referrals	17%
Bias of Participants or Facilitators	5%

## ***Question Twelve: Afrocentricity***

a. Are you familiar with or have you heard about Afrocentricity or Afrocentric principles?

Yes 56%

Of those who had heard of Afrocentricity or Afrocentric principles we askedL

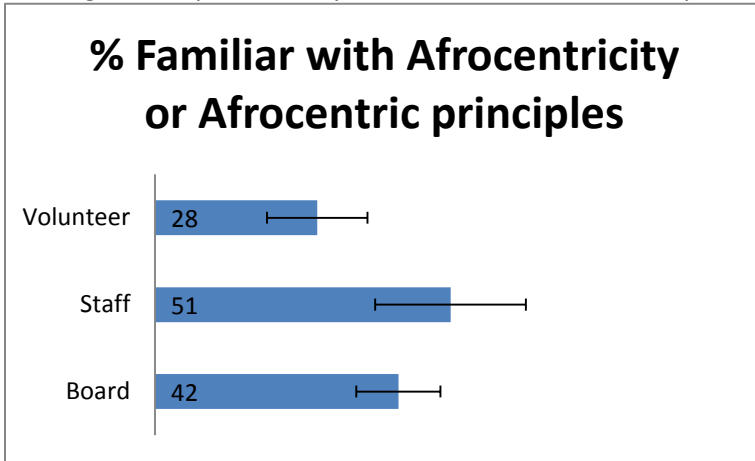
How strongly do you agree that Afrocentric principles can contribute to good RJ practice? Do you...

Strongly Agree	33%
Agree	42
Disagree	22
Strongly Disagree	<u>3</u>
Total	100

How strongly do you agree that The Nova Scotia RJ program should adopt Afrocentric principles?

Strongly Agree	33%
Agree	33
Disagree	30
Strongly Disagree	<u>3</u>
Total	100

- Staff significantly more likely to know about Afrocentricity than volunteers.



### ***Question Thirteen: Various race-related issues***

We like to know your views on a few other issues related to the African Nova Scotian community specifically and racial issues more generally.

How strongly do you agree that...

	<u>Strongly</u> <u>Agree</u>	<u>Agree</u>	<u>Disagree</u>	<u>Strongly</u> <u>Disagree</u>	<u>Total</u>	<u>n</u>	<u>Percent</u> <u>Don't</u> <u>Know</u>
That RJ Is Adaptable Enough To Take Racial Differences Into Account	24	75	2	0	100	91	28
That African Nova Scotians Are Treated Fairly In The RJ Program	17	79	3	0	100	36	23
That Systemic Racism Affects RJ in Nova Scotia	9	32	55	4	100	33	30
That Racial Issues Often Arise In RJ Cases Involving African Nova Scotians	7	49	41	3	100	90	29
That African Nova Scotian Needs Have Been Met By The RJ Program	4	85	11	0	100	111	12
That African Nova Scotian Participants In RJ Are Treated Differently Than Other Racialized Groups	2	15	71	11	100	119	6
That Too Many African Nova Scotians Are Being Referred To RJ	0	6	71	24	100	105	17
That Ethnic Origin And Race Are Essentially The Same Thing	0	24	72	3	100	106	16



**Question Fourteen: Equity for African Nova Scotians**

Do you know of any measures in place to ensure equity for African Nova Scotians in the RJ Program?

Yes 42%

Of those who said yes, we asked: Do you feel that these measures are...

Very Adequate	30 %
Somewhat Adequate	64 %
Not at all Adequate	0 %

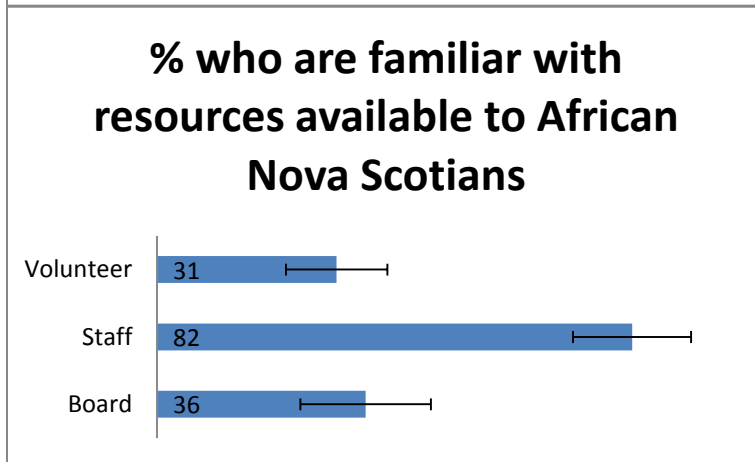
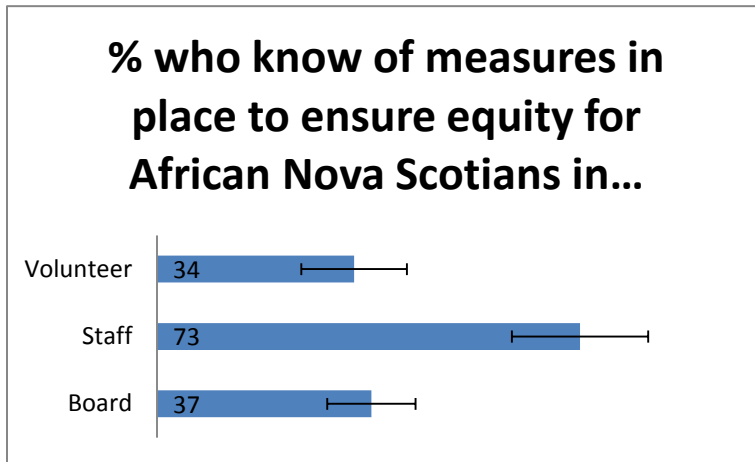
Are you familiar with resources available to African Nova Scotians in the RJ program?

Yes 41%

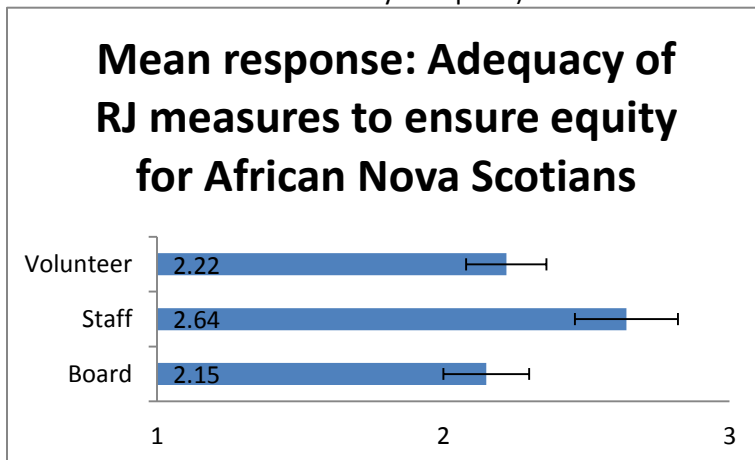
Of those who said yes, we asked: Are these resources...

Very Adequate	35 %
Somewhat Adequate	58 %
Not at all Adequate	4 %

Staff significantly more likely than either volunteers or board to know of (1) measures in NSRJ program to ensure equity for African Nova Scotians, and (2) resources available to African Nova Scotians.



- Staff also agreed more strongly on average that the NSRJ measures are adequate (but all means fell between somewhat and very adequate).



### ***Question Sixteen: Rights protection***

The next section asks questions about your views on whether RJ can or does guarantee due process rights that are important when dealing with criminal offences. These rights help to ensure that the justice system deals fairly and equitably with people involved in the process.

We are specifically interested in knowing whether you think that RJ in Nova Scotia protects the rights and interests of those involved in the processes. We would also like to know if you think RJ in Nova Scotia is fair.

How fair are RJ processes for . . .

	<u>Very Fair</u>	<u>Somewhat Fair</u>	<u>Not Fair</u>
Offenders Who Participate	78	22	0
Community Participants	66	33	1
Victims	65	35	0

How Well Protected Are...

	<u>Very Protected</u>	<u>Somewhat Protected</u>	<u>Not Protected</u>
Offenders Who Participate	73	26	0
Community Participants	71	27	2
Victims	69	29	2

## ***Question Seventeen : Procedural concerns***

Do you have any other procedural concerns about restorative justice practices?

Dramatic reduction in the referrals after the changing of the guard process  
The length of time it takes to come to a session is too long  
Not having enough resources to support rehabilitation / case loads are too large  
Youth need to be held accountable for failing to fulfill their contracts  
Safety concerns depending on who is involved  
Stronger effort needs to be made to inform offenders of their right to go through RJ  
Takes too long for agreement to materialize  
Sometimes facilitators do not remember their role and objectives (undue influence)  
Police should treat RJ conferences like court (and show up)  
The ideology of the program puts workers and participants at risk  
Program is too limited in scope, should be used for different age groups and offences  
Too long of time lapse between act and RJ session  
Courts need to give case workers enough time to work with offenders before ordering them back to the traditional CJS/ youth are sent to crown when they fail to fulfill the agreement but then sent back to the program?  
Need to make sure victims expectations are realistic  
Need to develop better risk assessment and needs assessment prior to RJ session (more history of the youth should be available)  
We need to set up a way so that youth can take responsibility so as to access RJ without the fear that this assertion will be taken as a guilty plea if the matter goes to court  
Long wait lists  
Accountability sessions are not as beneficial to the offender without strong parental support and community involvement  
There should be an evaluation program for facilitators  
There needs to be more training  
Offender need more support services to deal with underlying problems  
RJ is not utilized early enough in process  
Rules on confidentiality are taking away from the full capacity of RJ /Privacy issues are sapping effectiveness of RJ  
More criteria/ less discretion should be used for admission into the program  
Does not ensure all law enforcement members give RJ proper consideration  
Sometimes agreements are decided before the session which takes away from the overall effect of the conference

### ***Question Eighteen to Twenty-Three: Background on respondents***

We'd like to end by getting a sense of your experience(s) in the Nova Scotia RJ program.

First, what is your current role in the Nova Scotia Restorative Justice program?

	<u>Percent</u>
Board Member	29
Case Worker	18
Volunteer Facilitator	54

### **Question Nineteen**

And how long have you been in that role?

	<u>Average Number of Years</u>
Board Member	4
Case Worker	3
Volunteer Facilitator	5

### **Question Twenty**

Have you had, or are you currently holding, any other roles in the RJ Program?

YES 26%

Which other roles?

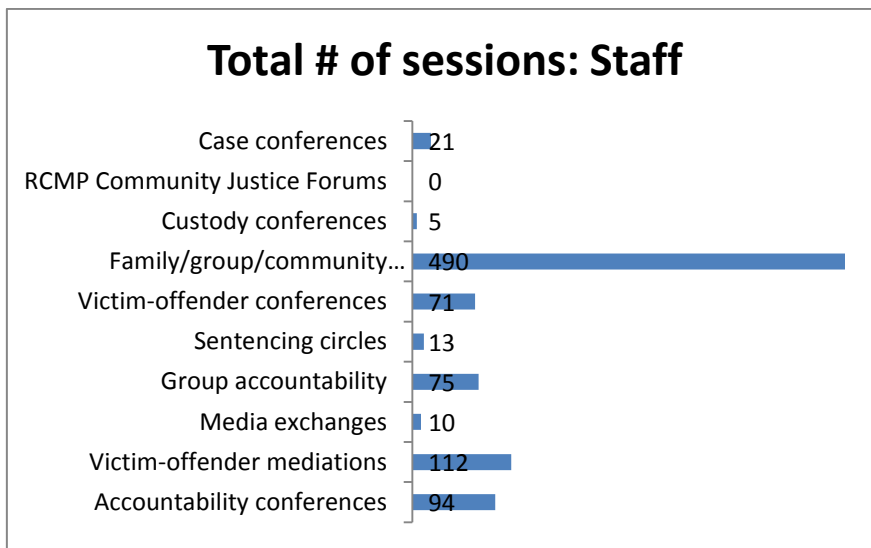
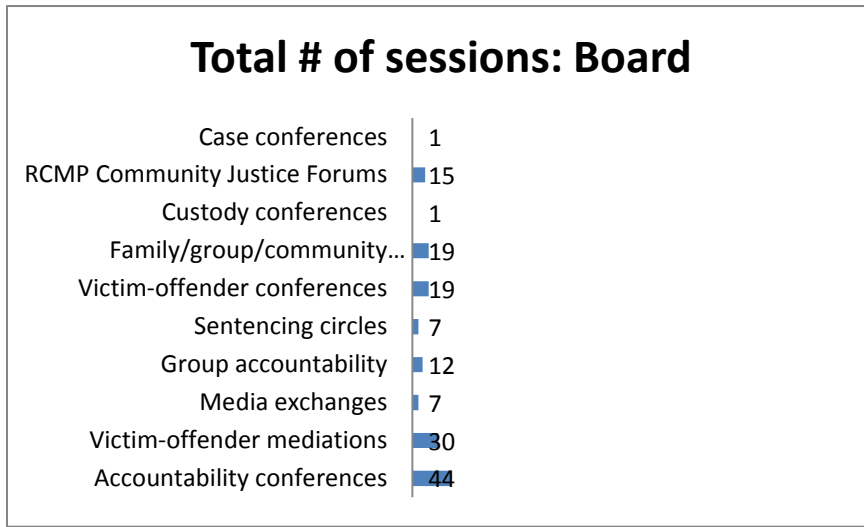
	<u>Percent</u>	<u>n</u>
Board Member	46	(24)
Case Worker	37	(19)
Volunteer Facilitator	78	(23)

## Question Twenty One

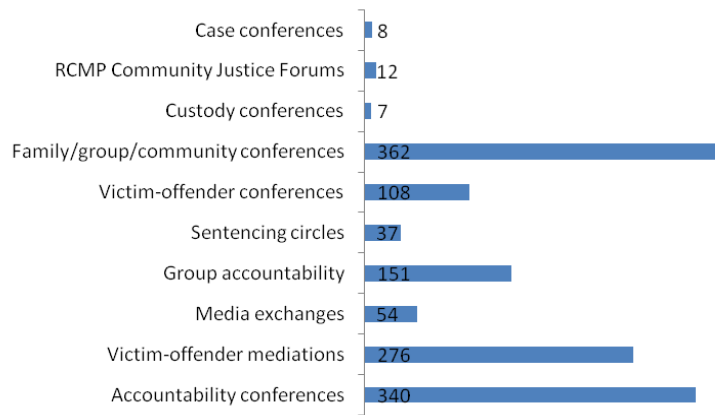
Next, we would like to know what type of RJ processes you have participated in and how many of each type. For each of the following type of session, please indicate roughly how many you have participated in since January 2008.

	<u>Mean</u>	<u>Median</u>	<u>Standard Deviation</u>	<u>Range</u>	
Accountability Conferences	6	2	11	60	
Victim Offender Mediations	3	0	9	70	
Media Exchanges	1	0	2	20	
Group Accountability Sessions	2	0	7	70	
Sentencing Circles	0	0	2	10	
Victim Offender Conferences	2	0	6	50	
Family/Group or Community Conferences	5	2	10	50	
Custody Conferences	0	0	1	5	
RCMP Community Justice Forums	0	0	1	15	
Case Conferences	0	0	1	6	
	<u>Mean</u>	<u>Median</u>	<u>Mode</u>	<u>Standard Deviation</u>	<u>Range</u>
Of These Family/Group or Community Conferences What Percentage Did Not Involve Any Community Representatives	35	25	0	35	100

- Volunteers had the most collective experience in most categories, except staff had more in family/group/community conferences and case conferences, and board had more in RCMP Community Justice Forums.
- Totals for each group by sessions type are interesting for the visual comparison, but difficult to summarize. Perhaps you can say that volunteers have the widest breadth of experience?



### Total # of sessions: Volunteers





## Question Twenty-Two

a. Have you ever used ready-made scripts to guide sessions?

YES 59%

b. In what proportion of sessions did you use scripts in the past year?

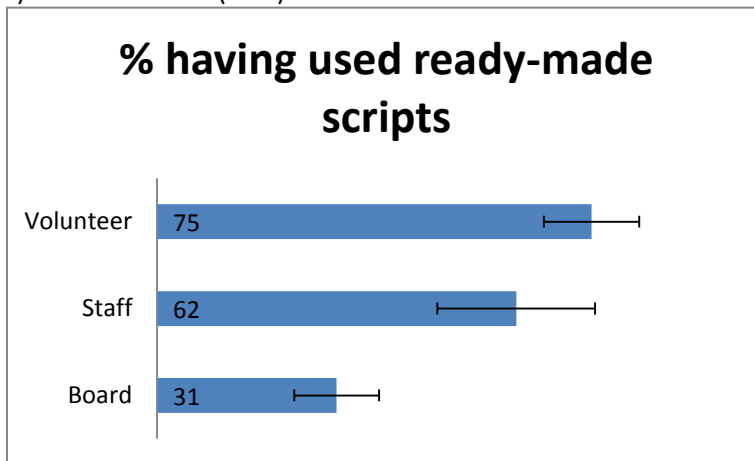
All or Almost all 29%

Most 7%

Some 52%

Almost none or none 5%

Board members significantly less likely to have used a ready-made script (31%) compared to staff (62%) and volunteers (75%).



### Question Twenty-Three

a. Do you enter data into RJIS?

YES 21%

Of those we asked: Do you ever enter data on ethnicity?

25 % said yes

Of those we asked, how do you determine ethnicity? Do you...

Let the young person self-identify 55%

Decide for yourself by looking at the person 33%

Other 12%

### ***Question Twenty-Four: NSRJ program resources***

Finally, I'm going to read a list of resources available to RJ staff and volunteers. I'd like to know how helpful each is to your work in the Nova Scotia RJ program. If you are not familiar with something I mention just let me know and I'll move on to the next item.

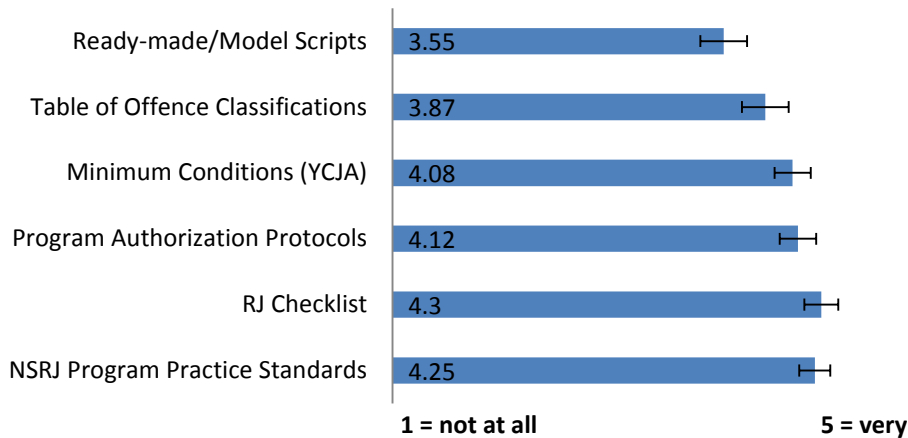
#### **Do You Know/Are You Familiar With . . .**

	<u>Percent Yes</u>
The Nova Scotia RJ Program Practice Standards	87
The RJ Checklist	86
The Program Authorization Protocols	66
The Minimum Conditions For The Use Of RJ Set Out In The YCJA	81
The Table Of Offences Classifications	71
Ready Made or Model Scripts	80

	<u>Very</u>		
<b>How Helpful Are Is/Are. . .</b>	<u>Not at All</u>	<u>Somewhat</u>	
The Nova Scotia RJ Program Practice Standards	3	13	83
The RJ Checklist	2	13	84
The Program Authorization Protocols	2	12	84
The Minimum Conditions For The Use Of RJ Set Out In The YCJA	4	19	77
The Table Of Offences Classifications	8	23	68
Ready Made or Model Scripts	15	34	51

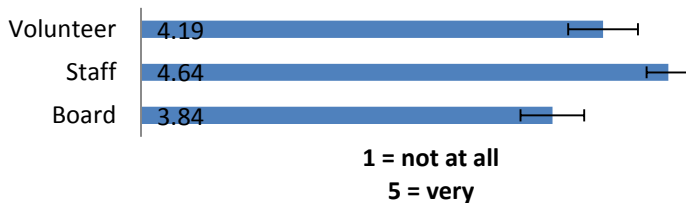
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### Mean response: How helpful are...

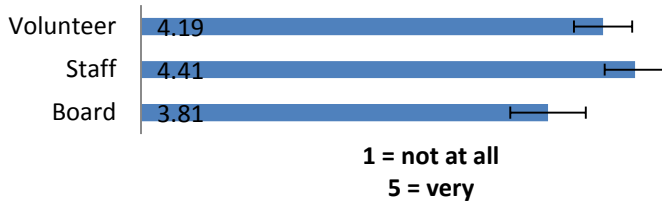


- The board rated the minimum conditions for RJ, as set out by the YCJA, as less helpful and less important for ensuring fairness than did the staff.

### Mean response: How helpful are the minimum conditions (YCJA)?



### Mean response: How important are the minimum conditions (YCJA) to...



## ***Questions Twenty Five to Twenty Seven: Demographics***

What is your gender?

Male 31%

Female 69%

Do you identify as African Nova Scotian?

Yes 7%

What is the population of the region that is served by your RJ Agency?

Mean 180312.1

Median 105968

Mode 359111

Std. Deviation 168699.1

Range 1039511

## ***Results of an analysis of the relationship between gender and role in the RJ program***

The program is female dominated:

31 percent of survey respondents were male (39 men)

69 percent were women (87 women)

Because the survey did not include all the staff, board and volunteers, there will be some error in our estimates. Because the sample is accurate with plus or minus 6 percent, it may be that there are between 25 and 37 percent women and between 63 and 75 percent men. Still, definitely more women!

A higher proportion of men (44 %) are on the boards compared to women (22%). A higher proportion of women are case workers and volunteers.

	<u>Male</u>	<u>Female</u>
Board	44%	22%
Case Worker	10%	21%
Volunteer	<u>46%</u>	<u>57%</u>
Total	100	100
Number of people	(39)	(87)

Boards are fairly evenly split between men and women but most case workers (82%) are women.

	<u>Board</u>	<u>Case</u>	<u>Volunteer</u>
	<u>Member</u>	<u>Worker</u>	
Male	47%	18%	27%
Female	<u>53%</u>	<u>82%</u>	<u>73%</u>
Total	100	100	100
Number of people	(36)	(22)	(68)

The relationship between gender and role is statistically significant which means that the relationship is probably a real one, not just due to chance findings that you can sometimes find when you interview a sample from a bigger population.