



Guidelines for Appointments: Colorado Restorative Justice Coordinating Council

Background: The Colorado Restorative Justice Coordinating Council was created by legislation in 2007. All appointments to the Council are made according to specific statutory designations in C.R.S. 13-3-116. There are currently 19 seats on the Council, each defined by a particular locus of representation and appointed by one of 10 appointing authorities. This ensures that the Council – which serves in both an advisory role and as a working body - includes an array of public sector and non-governmental interests vested in Restorative Justice in Colorado, to effectively implement its statutory mandate: 1) serve as a central repository of information; 2) support the development of RJ programs; 3) assist with education and training; and 4) provide technical assistance.

When a seat is vacated, the Council will coordinate with the relevant authority to process an appointment as soon as possible. While a vacating appointee may help identify possible replacements, the final selection rests with the appointing authority in consultation with the Council. The following guidelines are designed to assist the selection process and enable the Council to maintain an informed, active and diverse statewide membership capable of forwarding its mission. In addition, the Council will confer with an appointing authority, when a vacancy occurs, as to any specific areas of expertise and/or diversity of representation that would be of particular benefit to closing gaps in its membership profile. It is recommended the appointing authority confer with the Council Executive Committee prior to final appointment being made.

Selection Guidelines: These criteria have been identified to assess the Council’s membership profile:

- Pre-existing knowledge of the values, principles and practices of Restorative Justice, broadly or within a specific context, and a willingness to acquire additional background in a timely fashion, such as connecting with a Council mentor, attending relevant training and/or shadowing an experienced RJ practitioner.
- A passion for developing and supporting Restorative Justice and Restorative Practices throughout the state, within the Standards, Guidelines and priorities adopted by the Council.
- Commitment to be actively engaged and accountable, including regular attendance at bi-monthly Council meetings (daylong on fourth Fridays), one daylong planning retreat, and at least one committee assignment. In addition, an average of 1-2 hours/week commitment personally or through harnessing an appointing authority’s resources for between-meeting document review and completion of Council and subgroup action plans.
- Commitment to multi-year terms of service. There are no statutory terms. Each appointing agency may make open or term-specific appointments. For effect engagement and leadership development, a minimum commitment to 4 or more years is strongly encouraged.
- Ability to work in a collaborative, consensus-building fashion within the Council and with diverse constituencies across the state, along with a capacity to serve as a point person to engage a member’s own represented agency or stakeholder group to solicit the support of key leaders on important policy issues related to RJ.
- A balanced representation of the geographic span of Colorado: Metro Area, Southern CO, Northern CO, Mountain Region, Eastern CO and Western CO.
- A balanced representation of racial/ethnic diversity: African American/Black, Asian/Pacific Islander/Middle Eastern, Caucasian, Hispanic/Latino, Native American.
- A balanced representation of ages, genders and sexual identities.
- A balanced representation of knowledge across the spectrum of RJ practices in Colorado, including both youth and adult populations, the needs/perspectives of victims/persons harmed,

offenders/responsible persons, community representatives and facilitators, and a range of varied contexts such as high- and low-impact criminal and juvenile justice, schools, community-based and faith-based settings.

- A balanced representation of skill sets needed for the effective administration of the Council and implementation of its mandate, such as finance and budgeting, program and grants administration, data/evaluation, legal, legislative, media, IT, communications/outreach, policy development, etc.

Adopted December 15, 2017; amended Dec. 13, 2019; amended Feb. 26, 2021