



January 14, 2021

Dear Community,

We hope this finds each of you in good health as we begin the new year.

Hopefully you have received our previous communication in mid-November, introducing our role in the Compassionate Reconciliation process that your community is embarking upon (if you did not, you can view the letter [here](#)). Our work has continued to progress over the past number of weeks since then, and we are happy to provide you with this update on what has been happening and where we are headed next.

At this early stage of our work, we have been focusing on the following areas:

- **Compassionate Reconciliation Commission:** We are working with the Interim Compassionate Reconciliation Commission (ICRC) to establish a representative and diverse Compassionate Reconciliation Commission (CRC) to address the harms and divisions surfacing within the community. This will be explained in more detail here in this update (below).
- **Engagement:** We have conducted close to 40 individual interviews and have connected with international groups affiliated with 3HO, KRI, and 3HO Europe, with more to come. As you may also recall from our November correspondence, we distributed a survey which was circulated throughout the community. If you would still like a chance to respond, the link is active and will close on January 31. Thank you to the nearly 400 people who have responded so far!
- **Research:** We have been reviewing important documents that provide context to your community and this important moment in your journey together.
- **Intervention Planning:** We are beginning the process to identify and plan for compassionate reconciliation and restorative justice processes to assist with specific aspects of the crisis occurring in the community.
- **Compassionate Reconciliation Website** - We are creating a Compassionate Reconciliation Website. The website will have all the updates, initiatives and information about the CRC's process and activities. We anticipate the website becoming active in early February.

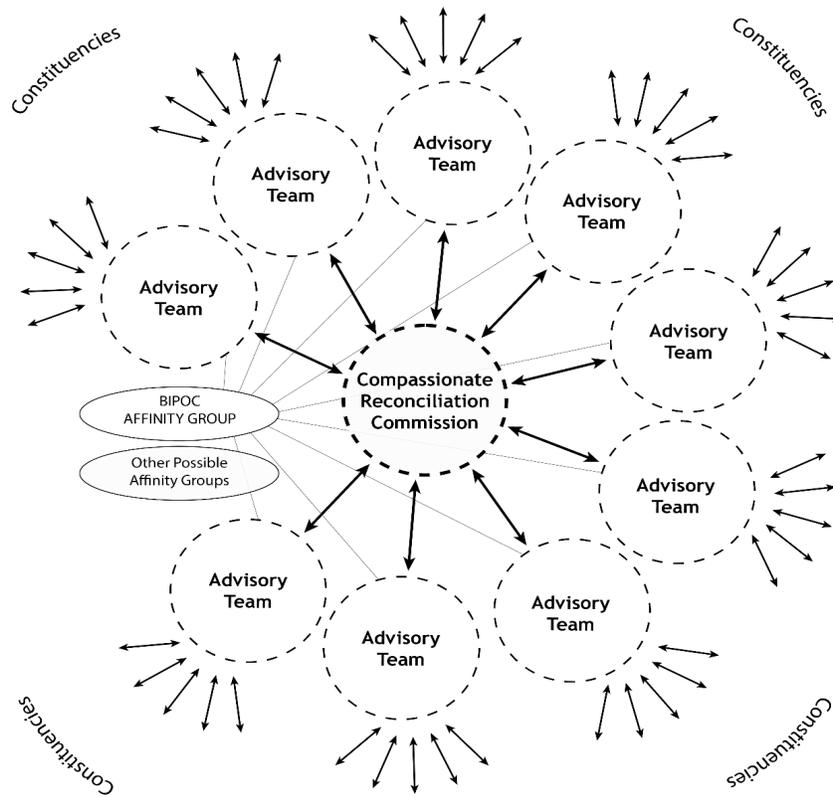
We have very much valued getting to know your community over these past number of weeks.

### **The Compassionate Reconciliation Commission**

As mentioned above, one of our main tasks has been to assist in the development of a sustained and diverse Compassionate Reconciliation Commission (CRC). This commission will serve to lead the Compassionate Reconciliation Project (CRP). We have worked closely with the ICRC over the last many

weeks to help understand the broader composition of the community and its interest groups, and to build a structure for the CRC which can give voice to all aspects of the community. Through this process, we have proposed to create a structure consisting of series of Advisory Teams working alongside the core CRC, as follows:

- **Advisory Teams:** The Advisory Teams will consist of stakeholder groups representing a wide cross-section of interests in your community. These diverse groups will give feedback to, and receive updates from the core CRC. Each Advisory Team will select one or two representatives to be part of the core CRC.
- **CRC:** The Core CRC will be designing and coordinating strategies and directions to advance the goals of the Compassionate Reconciliation Project during the current moment and beyond.
- **Affinity Groups:** The success of the CRC will require the involvement of community members with diverse lived experiences, ages, racial identities, sexual and gender identities, and geographical locations. Affinity groups are spaces where people who share a common identity can provide support to one another as they undertake a process with others. Based on the needs expressed within our engagement so far, a specific Affinity Group will be made available to Advisory Team members who identify as Black, Indigenous, or persons of color. Other Affinity groups can be made available as requested.



Just Outcomes will be providing a thorough orientation to all the Advisory Teams and CRC members, to ensure all involved are equipped with skills, knowledge and understanding to have meaningful and productive dialogue about the work ahead. The immediate focus of the CRC will be:

- addressing the needs for healing and recovery of reporters of sexual harm related to Yogi Bhanjan,
- addressing the needs for healing and recovery among members of the Next Gen who reported experiencing harm while attending community-run boarding school programs and while growing up in the community; and,
- attending to the divisions that have arisen in the community in the aftermath of reports of harm.

Once the CRC is established in March or April, we will be working closely with the Commission to identify key needs in the community, and help design compassionate reconciliation and restorative justice processes and interventions as required. Guided within a principled approach, these processes will be creative and flexible in their approach to addressing harm and working toward healing.

We appreciate your patience and commitment as we endeavour to keep you as up-to-date as possible on this ever-evolving collaborative work.

Most sincerely,

*Catherine Barga, Aaron Lyons, and Matthew Hartman*

Co-Founders and Principals, Just Outcomes

# FAQ

## Who is Just Outcomes?

Just Outcomes is a team of specialists in restorative justice, conflict transformation, community-building and organizational change. Our work is grounded in an understanding of the importance of relationships in creating growth and change. The core team is Aaron Lyons, Catherine Barga and Matthew Hartman, who have a combined experience of over 50 years of working in this field. Just Outcomes also draws on a larger team specializing in related areas such as trauma-informed care, community healing, diversity/equity/inclusion, transitional justice, multi-stakeholder negotiation, strategic peacebuilding, and law. You can learn more about us at [www.justoutcomesconsulting.com](http://www.justoutcomesconsulting.com).

## What is restorative justice?

Restorative justice is an approach to addressing harm within community which recognizes our interconnectedness within a web of relationships. This approach is rooted within core principles including:

- *Inclusion*: justice is participatory and collaborative, rather than adversarial and hierarchical.
- *Repair*: justice is about building/rebuilding right relationships; restoring dignity and voice to those harmed; healing trauma; fostering individual and collective responsibility and accountability; making amends; restoring identity and meaning.
- *Transformation*: addressing root causes; building individual, collective and organizational resilience.

In short, restorative justice seeks to repair harm while building a community of trust. In service of these aims, a wide range of approaches can be employed which are developed and refined collaboratively, while informed by decades of experience and research.

## Why is Just Outcomes involved?

In times of crisis, having an outside party facilitate collaborative, relational, and intentional processes that move to address the emergent needs of individuals and groups within the community can often be helpful. We bring a variety of experiences which we hope and believe will be valuable to your community. We are committed to being responsive to your unique needs and circumstances. A few points about how we see our role:

- Just Outcomes' primary role is to facilitate a process by which this community can respond to the current crisis according to its expressed values and teachings.
- The design of the project is highly collaborative, with Just Outcomes playing a facilitative, supportive and advisory role to community members who are leading the work.

- The leadership of the Compassionate Reconciliation process will come from the CRC, which will be designed to the degree possible to represent all facets of the community (see explanation above).

### **What will the Compassionate Reconciliation Process look like?**

Unlike other large-scale processes, restorative justice and conflict transformation do not follow a prescribed or pre-determined approach. Each individual and community has different needs with respect to its healing and growth. For us, being in service of healing and growth means taking the time necessary to build strategies and approaches that are based directly on the needs we are hearing expressed within the community. A commitment to responsiveness means that when we intervene in a crisis, our work is done in deep consultation and collaboration with those involved and impacted. With the support and guidance of our team, the shape of this process will be determined by the CRC and its Advisory Teams over the coming months.