



# OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

## EMPLOYMENT OPPORTUNITY

### Restorative Justice Specialist

Restorative Schools Program

BRIDGES: Safe & Respectful Schools Program

### **Accepting Applications until: Friday, January 11<sup>th</sup>, 2019 at 5pm**

Send cover letter and resume to: Don Han at [don@ochumanrelations.org](mailto:don@ochumanrelations.org)

***This is a competitive position to be hired as soon as possible for start date: February 1, 2019.***

The mission of the OC Human Relations Council is to foster mutual understanding among residents and eliminate prejudice, intolerance and discrimination in order to make Orange County a better place for ALL people to live, work and do business. We are a private, non-profit 501(c)3 organization founded in 1991 for the purpose of developing and implementing proactive human relations programs in partnership with schools, corporations, cities, foundations and individuals. The Council provides an award-winning inter-group and violence prevention program in the schools, and conflict resolution programs and inter-group relations initiatives in the communities all over Orange County.

The BRIDGES Program is a nationally-recognized program serving Orange County schools for over 25 years. We work with student and educator leaders to build campus environments that are respectful of diversity, where ALL students, staff and parents feel safe, welcome and respected. We offer conferences, workshops, camps and internships to support our work in schools across the county. Currently, BRIDGES is expanding its capacity in the area of Restorative Practices in order to better serve our schools and students.

The Restorative Schools Program seeks to address the ineffectiveness and disproportionality that arises in more traditional school discipline systems by bringing a Restorative Justice perspective to the school setting. Accomplishing this goal requires the school community to commit the time and resources necessary to create a school culture focused on the core values of respect, relationship and responsibility.

#### GENERAL DUTIES

Under the supervision of the Program Director, planning and implementing restorative justice programs and practices, developing and facilitating workshops, trainings and curriculum to introduce schools and communities to RJ, developing and delivering plans for creating buy-in and implementation of restorative justice at school sites – including helping to write model policies, designing and providing harm circles on campus. The Restorative Justice Specialist's primary responsibility will be to work with a specific school site to shift their school culture through the use of Restorative Practices. The Specialist may also be called upon to assist in researching and initiating action toward solving community problems pertaining to interethnic relations, intergroup understanding, police-community relations, provide assistance to diverse community groups and do other work as required.

#### MINIMUM QUALIFICATIONS

- BA/BS degree or equivalent experience
- Experience implementing restorative justice programs and facilitating restorative justice interventions in schools and/or experience in teaching and curriculum development.
- Knowledge of restorative practices theory and tools, applications and implementation **in schools**.
- Experienced and proven ability to work effectively in a diverse school centered environment.
- Experience facilitating workshops, dialogues and circles.

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- Motivated to work with young people.
- Strong interpersonal and communication skills and the ability to work effectively with a wide range of constituencies in a diverse community.
- Bilingual English/Spanish, highly desired

**Some Knowledge of:**

- Human and civil rights issues that different racial, ethnic, religious, LGBTQ+, immigrant communities, among others, are facing.
- Working with and developing youth leaders.
- Leadership development techniques geared toward training diverse community members.
- Methods teaching cross-cultural relations and respect towards all people regardless of race, religion, national origin, ethnicity, disability, age, gender/gender identity, sexual orientation, socio-economic status
- Dynamics of intergroup relations, problem solving techniques, mediation/conciliation methods.
- Community organizing theory and strategies.
- Program development

**Ability to:**

- Create safe spaces that empower youth and their support systems.
- Communicate with grass roots community people in a non-patronizing manner.
- Work with diverse groups of individuals to promote cooperation and mutual understanding.
- Deal tactfully with sensitive problems involving divergent viewpoints.
- Understand and be able to teach the decision-making process of institutions to community groups.
- Prepare comprehensive written and oral reports.
- Investigate and analyze human relations problems.
- Identify and dispel stereotypes about different groups.

## **EMPLOYMENT PACKAGE**

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This position will be hired at 40 hours week. The annual salary range based on experience: \$40,768-\$54,288.

Benefits package provided, including: health, dental, 401(k), life insurance, 11 paid holidays, 9 sick days, 10 paid vacation days, and others.

Salary and package will be prorated based on number of hours specified in employment contract.