



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

EMPLOYMENT OPPORTUNITY

Restorative Justice Specialist - Restorative Schools Program

Accepting Applications until Tuesday, October 26th at 5pm

Interviews on Thursday October 28th and Friday October 29th

Send cover letter and resume to: Haley Brown, Operations Liaison, haley@ochumanrelations.org

Please submit cover letter and resume in pdf format.

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. A key aspect of the program is to build, maintain and sustain relationships on campus and support conflict exploration and resolution on a school campus.

PRIMARY DUTIES (95%)

Under the supervision of the Program Director, implementation of the Restorative Schools Program in schools includes, but not limited to:

- work with a specific school site to shift their school culture through the use of Restorative Practices
- plan and implement of restorative justice programs and practices,
- develop and facilitate workshops, trainings and curriculum to introduce schools and communities to RJ,
- develop and deliver of plans for creating buy-in and implementation of restorative justice at school sites – includes helping to write model policies, designing and providing community building and harm circles on campus,
- support youth-based programming such as Walk in My Shoes Conference, YouthSpeak Contest, Youth Leadership Institute, Social Justice Education Workshop Series, and Human Relations Ambassadors Program

SECONDARY DUTIES (5%)

RJ Specialists also assist in agency-wide initiatives, including, but not limited to:

- responding and initiating action toward addressing community problems pertaining to intergroup relations between diverse communities, intergroup understanding, police-community relations,
- mediating conflict; practicing and utilizing restorative justice practices
- facilitate and/or support agency trainings, workshops, projects, programs as needed

MINIMUM QUALIFICATIONS

BA/BS degree and 3 years of experience or equivalent experience which demonstrates knowledge and abilities below.

General Knowledge of:

- Human and civil rights issues that different racial, ethnic, religious, LGBTQ+, immigrant communities, among others, are facing.
- Youth leadership development techniques geared toward diverse student populations.
- Program Development and implementation.
- Dialogue and workshop facilitation and preparation skills.

The Orange County Human Relations Council is a non-profit 501(c)3 organization. Our mission is to foster mutual understanding among residents in order to make Orange County a better place for ALL people to live, work and do business.

Some Knowledge of:

- 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 or marital status.
- Dynamics of intergroup relations, problem solving techniques, mediation/conciliation methods.
- Restorative justice and restorative practices.
- Community organizing theory and strategies.
- Program development.

Ability to:

- Work with and empower youth.
- Communicate with community organizations in a compassionate and understanding 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.
- Flexibility to work some evenings and weekends

EMPLOYMENT PACKAGE

This position is a 7 months temporary full-time position, 40 hours a week with projected employment start date of November 16th, 2021, to May 31st, 2022. We are recruiting **3** Restorative Justice Specialists for this recruitment.

SALARY RANGE: \$20.50-\$22.50 based on experience.

Full benefits including health, dental, 401(k), life insurance, 9 sick days, 11 paid holidays, 10 paid vacation days, and others.

Organizational Profile: www.ochumanrelations.org

At OC Human Relations we believe ALL people have a right to live free from discrimination and violence based on any aspect of their being.

Founded in 1991 as a non-profit 501(c)3 organization, OC Human Relations is a nationally recognized leader in creating safe, inclusive schools and communities, developing diverse leaders, mediating conflict and building respect and inclusion among all people.

OC Human Relations helps shape the future through innovative programs like BRIDGES Safe and Respectful Schools, Police/Community Reconciliation, #HateFreeOC, Restorative Justice, Intergroup Dialogues, Hate Crime documentation, Police training in Implicit Bias, Immigrant Parent Leadership Institute, Community Building, Diverse Leadership Development, Mediation and Conflict Resolution.

OC Human Relations is an equal opportunity employer.

The Orange County Human Relations Council is a non-profit 501(c)3 organization. Our mission is to foster mutual understanding among residents in order to make Orange County a better place for ALL people to live, work and do business.