



Fanm Saj Youth Leadership Board Week 6 - January 30, 2024

Introduction: On January 30, 2024, Fanm Saj hosted week six workshop of its Youth Leadership Board. Seven youths attended. Below, we have listed the goals and objectives of this Board meeting. This is followed by an analysis of the results of a survey that was administered to understand the implications of the convening.

Agenda:

<https://docs.google.com/document/d/1QwV8Lq943eHz2Hz-9ehjdvNCQbzIsCiqVArVJcbt4kc/edit>

Goals/Objectives:

Goal One: To ground youth in their commitment for the remainder of 2024 program year

1. **Objective:** To confirm that logistics remain convenient to youth and to reinforce the purpose of this group

Goal Two: To continue to build on youth's understanding of Healing Justice and Restorative Justice Frameworks

2. **Objective:** To share definitions and examples of Circle Keeping on Healing Justice and Restorative Justice

Goal Three: To impress upon youth why holding Community Circles is important

3. **Objective:** To use story sharing with youth as a means of reinforcing their understanding about why holding Community Circles is important

Goal Four: To provide youth with the basic skills that will prepare them to hold Community Circles

4. **Objective:** To identify circle topic, partnering organization, and co-keeper for Community Circle

Goal Five: To support youth in developing a better understanding of myself and other's needs.

5. **Objective:** To use the "How To Work With Me" guide to support youth in having a better understanding of themselves, each other and how to work more effectively together



Item 1: Have A Better Understanding About and Commitment To Being Part of The Youth Leadership Board

Average: 9.9
Maximum: 10
Minimum: 7
Count: 7

This was the highest rated item of the five quantitative items on the survey. We received ratings from all seven attendees. The average score was 9.9, with a range of 9-to-10 points on a 10-point scale.

We received associated qualitative feedback from six attendees. These data varied in depth and content. For instance, one respondent wrote briefly, “I understand.” However, others offered more depth and nuance. One attendee shared, “Honestly, I’ve been with them for so long I’m familiar with everything.” Yet, others reflected on how they will apply this information in their own circle, “Especially since we are expected to hold circles of our own now, I’m starting to get a better gist of what it takes to plan & commit to my community & circle.” On the other hand, another focused on the benefits of the workshops, I “realize that being there (at the workshop) is important and you learn something new every time...” Along similar lines, someone else highlighted the importance of repetition and reinforcement of the information, “The people within this program have (gone) into depth multiple times to make sure I understand my role.” And finally, the last comment emphasized the alignment between the values that Fann Saj embodies and their own values, I “feel like I’m (a) great fit.”

Item 3: Know The Definitions and Am Aware of Examples of How To Utilize Healing Justice and Restorative Justice In My Circle Keeping

Average: 9.6
Maximum: 10
Minimum: 8
Count: 7

This was the fourth highest rated item of the five quantitative items on the survey. We received ratings from all seven attendees. The average score was 9.6, with a range of 8-to-10 points on a 10-point scale.



We received associated qualitative feedback from four attendees. These data varied in depth and content. For instance, one person shared succinctly, “I know the definition.” However, others expressed their confidence in their understanding, but relatively limited mastery of the language, “I’m confident I understand both terms better but I kind of forgot the exact definition.” This may be a function of experience, as this comment reinforces, “I have used many definitions in practice to understand how these terms work.” And finally, aside from the terminology and/or definitions, another respondent focused on how to apply this information within the context of a circle: Healing Justice and Restorative Justice “help the participants create a safe space for their conversation and to monitor the quality of the space throughout the circle.

Item 5: Have Established Goals About Why I Would Hold A Community Circle+

Average: 9.8

Maximum: 10

Minimum: 7

Count: 7

This was the second highest rated item of the five quantitative items on the survey. We received ratings from all seven attendees. The average score was 9.8, with a range of 9-to-10 points on a 10-point scale.

We received associated qualitative feedback from four attendees. This feedback tended to be brief and varied in terms of content. One respondent shared, “I understand why I hold a community circle.” Similarly, another wrote, “During the zoom meetings, I was able to identify my reasoning for holding a community circle.” Though we do not doubt the truth or authenticity of these statements, both lacked concrete examples as to why they would hold a community circle.

Alternatively, another participant highlighted their reason for holding a community circle “To help my community,” but again, this statement was not substantiated. And finally, one respondent shared that “I expressed my music lovers circle today.” Though this is a wonderful observation and speaks to the respondent’s enthusiasm and commitment to this work, I think that it may reflect a limited understanding about the nature of the question itself. I am confident that, if further prompted, these comments would generate rich, substantive feedback.



Item 7: Have Developed An Approach For How I Could Hold A Community Circle, Which Includes Knowing The Topic, Partner Organization and Co-keeper For The Community Circle

Average: 9.3
Maximum: 10
Minimum: 8
Count: 7

This was the lowest rated item of the five quantitative items on the survey. We received ratings from all seven attendees. The average score was 9.3, with a range of 8-to-10 points on a 10-point scale.

We received the associated qualitative from four attendees. For the most part, the comments indicate that the respondents are still at the preliminary stages of setting goals, solidifying a relationship with a community organization and settling on the details of holding a Community Circle. This disposition is captured in the following feedback, “The goal is not settled yet” and “yes, I plan to be more organized and well prepared with my plans and information” and finally, “My partner and I have started to identify the structure of our community circle,”. However, one participant’s sharing delineated a more detailed and structure approach, “A beginning (opening, introdu toons, check-in), middle (speaking ab out the topic), and an end (closing and check-out). Though this comment does not necessarily address each of the components that are contained in the questions, such as partner organization and co-keeper of the circle, it seems to allude to the utility of providing the participants with framework and other tools to push their thinking.

Item 9: Have A Better Understanding About Myself,The Other Youth, and How To work More Effectively Together

Average: 9.7
Maximum: 10
Minimum: 9
Count: 7

This was the third highest rated item of the five quantitative items on the survey. We received ratings from all seven attendees. The average score was 9.7, with a range of 9-to-10 points on a 10-point scale.



We received the associated qualitative from three attendees. Two of these comments underscored core values that are associated with learning about themselves and others as well as how to work effectively together. For instance, “I was taught that reaching out is never a problem and that is all that I need for the help I can get” and “Help others out in the community.” And finally, one respondent shared process-oriented feedback with implications for moving forward, “Asking the youth specific questions was essential to getting to know them better.”

Implication and Conclusion

Based on the survey results, the goals outlined above are well on the way to being achieved. However, it appears that the participants might benefit from a bit more structure and guidance, perhaps through examples of what the feedback might look like for a given question. I will examine what this might look like across three especially relevant items:

- **Item 3: Know The Definitions and Am Aware of Examples of How To Utilize Healing Justice and Restorative Justice In My Circle Keeping**, this might be an opportunity to facilitate a discussion among participants about strategies for using Healing Justice and Restorative Justice, following a brief presentation from a seasoned practitioners about what this looks like in the field, from their experience.
- **Item 5: Have Established Goals About Why I Would Hold A Community Circle+**, again, this might be modeled by a seasoned practitioner sharing what goals are embedded in their work in Community Circles, with concrete examples that participants could reflect on using in their work.
- **Item 7: Have Developed An Approach For How I Could Hold A Community Circle, Which Includes Knowing The Topic, Partner Organization and Co-keeper For The Community Circle**, creating a deeper understanding about this among youth might translate to creating a framework that outlines these components and then, as a group, having a discussion about what various options might look like in the context of one another’s work.