

Guiding principles for engaging community on justice reinvestment (JR)

These principles state the intended way of working for Justice Reinvestment Network Australia (JRNA) members in the advancement of JR principles and practices. In embedding these principles JRNA recognises that external factors may limit their implementation, however, commitment to upholding these principles represents an obligation on both JRNA members and JR partners to adhere to these principles in good faith and to the greatest extent possible. The term **JR partners** is broadly aimed to include all engagement partners. This includes but is not limited to government representatives, philanthropic funders, corporate partners and consultants engaged to facilitate and/or engage in JR related work.

1. **Clear and transparent communication**, particularly around aims, processes and outcomes.
2. **Two-way learning and investment**, including:
 - a. JR partners sharing their knowledge and expertise;
 - b. JR partners listening and learning from community;
 - c. JR partners not taking more than they give;
 - d. investing in relationship-building; and
 - e. investing in capability building of community representatives.
3. **Holding brave, open and inclusive spaces**, including:
 - a. always having a seat at the table for community (including non-JRNA members);
 - b. working at the pace of community and being open and transparent about any timeline pressures that may impact on the pace of work;
 - c. amplifying First Nations voices particularly those that fight to be heard elsewhere;
 - d. challenging traditional approaches to consultation to ensure JR partners more meaningfully engage and respond to the voices and needs of community;
 - e. ensuring a trauma-informed and respectful way of working; and
 - f. respecting the many roles individuals play in their community.

4. **Self-determination**, including:
 - a. prioritising First Nations leadership, community-controlled organisations and/or their peaks;
 - b. JR partners working on the invitation and cultural authority of community;
 - c. JR partners working to remove power-imbalances;
 - d. protecting First Nations data sovereignty;
 - e. ensuring genuine opportunities for First Nations people to engage and lead the work in a way that works for them; and
 - f. JR partners seeking to ensure all information that is needed to enable informed decision making and intra-community discussion is made available to community.
5. **Collaborative and adaptive working towards a shared agenda**, including:
 - a. identifying clear priorities and interests up front to inform and deliver on a shared agenda;
 - b. actively listening to others without judgement or blame;
 - c. sharing decision-making and accountability between community and JR partners
 - d. reducing silos at the local, state/territory and national level;
 - e. understanding aligned place-based, community-led approaches at the local, state/territory and national level and working to synergise these approaches where possible;
 - f. being adaptable to respond to new and emerging needs; and
 - g. working to minimise the burden placed on community by engaging in this process.
6. **Incorporating local ways of doing, being and knowing**, including:
 - a. ensuring local knowledge is valued, respected and used correctly; and
 - b. adapting the process and principles to reflect local culture, principles and practices.