



The Colorado Division of Youth Services and the National Institute of Corrections Partnership

In 2021, DYS collaborated with the National Institute of Corrections (NIC) to develop a Victim Offender Dialogue (VOD) facilitator training curriculum for post-sentencing agencies. DYS Victim Services and Restorative Justice Coordinator Spiro Koinis played a key role in this initiative. Spiro joined a number of national subject matter experts, VOD program administrators, and partners in both community and public organizations to help develop nationwide capacity of this life-changing practice and integrate it on a scale that has not been previously attempted. To date, 70% of the states that have a VOD program have utilized this curriculum.

The NIC VOD curriculum combines theory and best practices, giving trainees hands-on experience and ongoing support through a community of practice.

On March 14, 26 trainees, including DYS staff Jamillah Rehman and Delvin Hughley, completed the second round of training at the NIC Training Academy. Over two years, 78 staff and volunteers nationwide have been trained as VOD facilitators for victim-initiated programs.

DYS continues to strengthen its VOD program, with key staff members such as Adrienne Carter, Jessica Halstead, and Valerie Hansen contributing to its growth. The division is part of a Colorado-based community of practice that includes the Department of Corrections and North Star Victim and Community Services.



Division of Youth Services Victim Offender Dialogue Program Strengthening Services to Both Survivors and Youth in our Care

DYS is strengthening its Victim Offender Dialogue (VOD) Program, a voluntary, victim-initiated process outlined in DYS Policy 17-22. VOD allows victims to request a face-to-face meeting with the offender, facilitated by two specially trained facilitators in a confidential setting.

VOD can be initiated by the survivor, client managers (CM), or behavioral health staff (BHS), and may occur while a youth is in a youth center or on parole, depending on timing. The process helps victims address questions, meet needs, empower survivors, and encourage youth accountability. It does not reduce the offender's culpability or provide additional privileges.

VOD involves three phases: assessment/pre-conferencing, conferencing, and post-conferencing, taking 4-6 months to complete. The RCJ victim services coordinator guides the process, ensuring participant support and safety. After the VOD, participants receive debriefing and follow-up within 45 days.

Seven trained VOD facilitators, in partnership with the Department of Corrections and North Star Victim and Community Services, co-facilitate VOD cases. For more information, contact Spiro Koinis or visit the [DYS website](#).
