Objectives

- Identify opportunities for using RJ to respond to harm
- Introduce you to the restorative justice (RJ) philosophy, global social movement, set of relational practices, and ways of being
- Discuss how to create the conditions for:
  - Active accountability
  - Repairing harm
  - Rebuilding trust
Opportunities for Using RJ

- Title IX
- Harassment and Discrimination
- Microaggressions/Microassaults
- Community Building
Fania Davis, Co-Founder of RJOY

https://www.youtube.com/watch?v=VhJU69bpIYM
Defining RJ

“RJ is an approach to achieving justice that involves, to the extent possible, those who have a stake in a specific offense or harm to collectively identify and address harms, needs, and obligations in order to heal and put things as right as possible.”

- Howard Zehr
Restorative Justice is...

**PHILOSOPHY**
A philosophy that places the well-being of the community at the center

**A MOVEMENT**
Roots in indigenous practices, now applied in many ways/spaces.

**PRACTICES & PERSPECTIVES**
Practices and perspectives that support the philosophy

**WAY OF BEing**
How might we lead with our Best Selves in ways that inspire others to do the same?
How might we create the conditions for authentic and restorative engagement?

Both within us and around us...
Leveraging Restorative Justice

Way of BEing

Tier 3
COSAs
Re-integration

Tier 2
Responding to Harm/Conflict

Tier 1
Building and Strengthening Relationships
Six Principles of Restorative Justice

Restoration
Voluntarism
Non-Biased

Brave Spaces
Accessibility
Respect
Circles intentionally create a sacred space that lifts barriers between people, opening fresh possibilities for connection, collaboration, and mutual understanding. The process works because it brings people together in a way that allows them to see one another as human beings and to talk about what matters.

Kay Pranis
The WHY of Circles

• To build community and strengthen relationships
• To create a safe container for difficult dialogue
• To address harms and concerns in community
• To collaborate on next steps for response
Circle Phase and Elements

- Welcome and Opening
- Check-In
- Introduce Talking Piece and Co-create Guidelines
- Round One
- Round Two
- Round Three
- Check-Out
- Closing

Circle follows an arc, to meet folks where they are and to ease participants in and out.
Building the Container

**HISTORY**
Honoring the land
Acknowledging the roots of the work

**PRESENCE**
Becoming fully present to the moment and one another.

**CONTRACT**
How we will engage with one another

**INSPIRATION**
Customized reading, poem, etc.
Responding to Harm and Conflict

• Restorative conferences respond to harm and conflict
• Prepare individuals to discuss, understand, and repair harm and rebuild trust
• Harms, needs and obligations are explored
• Accountability plan is created

*Pre-conference interviews and coaching*
Challenges

• No policy violation but ripples of harm
• Community fallout - people witness harm and don’t know what to do
• Minority Tax
• Need for accountability and healing vs. punishment
• Desire to cancel or terminate vs. healing/punishment
• Staffing shortages
• Skills/capacity to restore relationships
• Time
Closing Round

"You are not the monster I thought you were."

“I forgive you - for me, and for you. I want healthy closure for both of us so each of us can move on with our lives.”

“I recognize I ascribed motives to you that simply are not true. We have much more common ground than I realized. I am hoping we can emerge from this process as co-stewards.”
Lessons Learned and Advice

• Survivor-centered - Balance acknowledging harm while supporting reporter in transcending identity as a victim.

• Customize the process and the prompts to honor the goals of the survivor (healing, closure, boundaries).


• Be patient. Accountability/accepting responsibility often evolves through the process.

• Harvest something good out of what’s been so painful, if when possible.
The more individuals in a community that embrace restorative principles, the better prepared they will be to prevent harm from happening and respond to harm if or when it happens.