



Restorative Justice: Addressing Harm Against Women

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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



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.

**Restorative
Justice
is...**

PRACTICES & PERSPECTIVES

Practices and perspectives that support the philosophy

WAY OF BEing

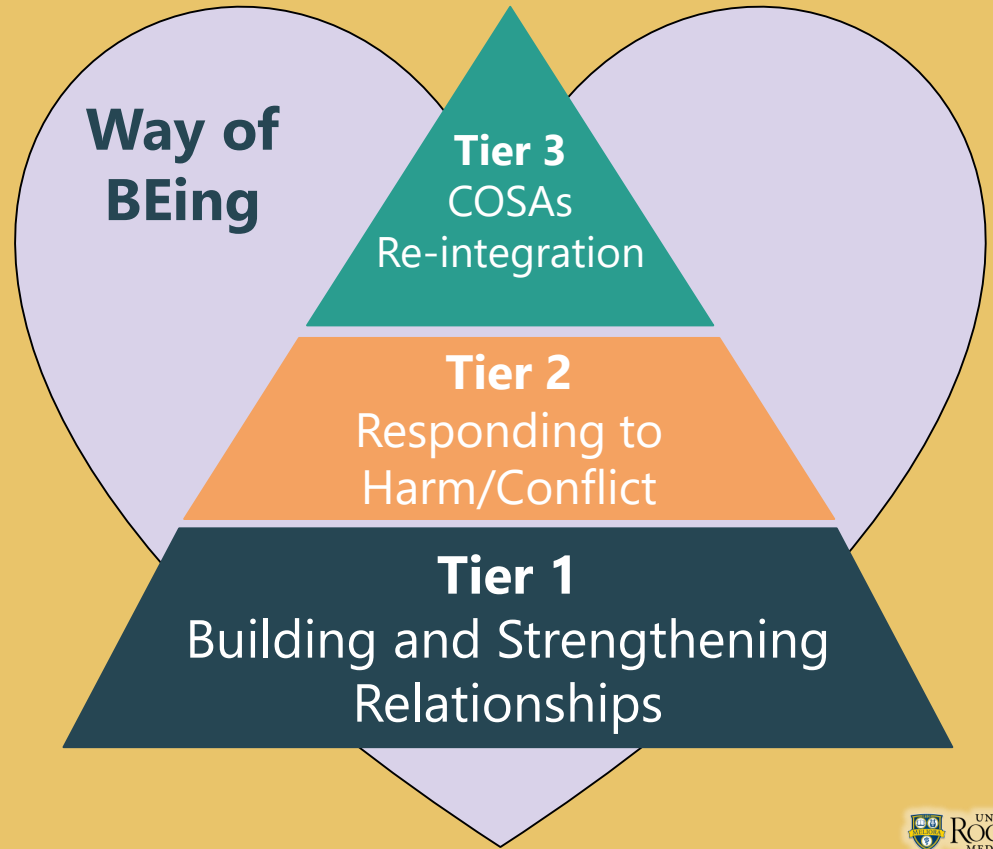
How might we lead with our Best Selves in ways that inspire others to do the same?



**How might we create the
conditions for authentic *and*
restorative engagement?**

Both within us and around us...

Leveraging Restorative Justice



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

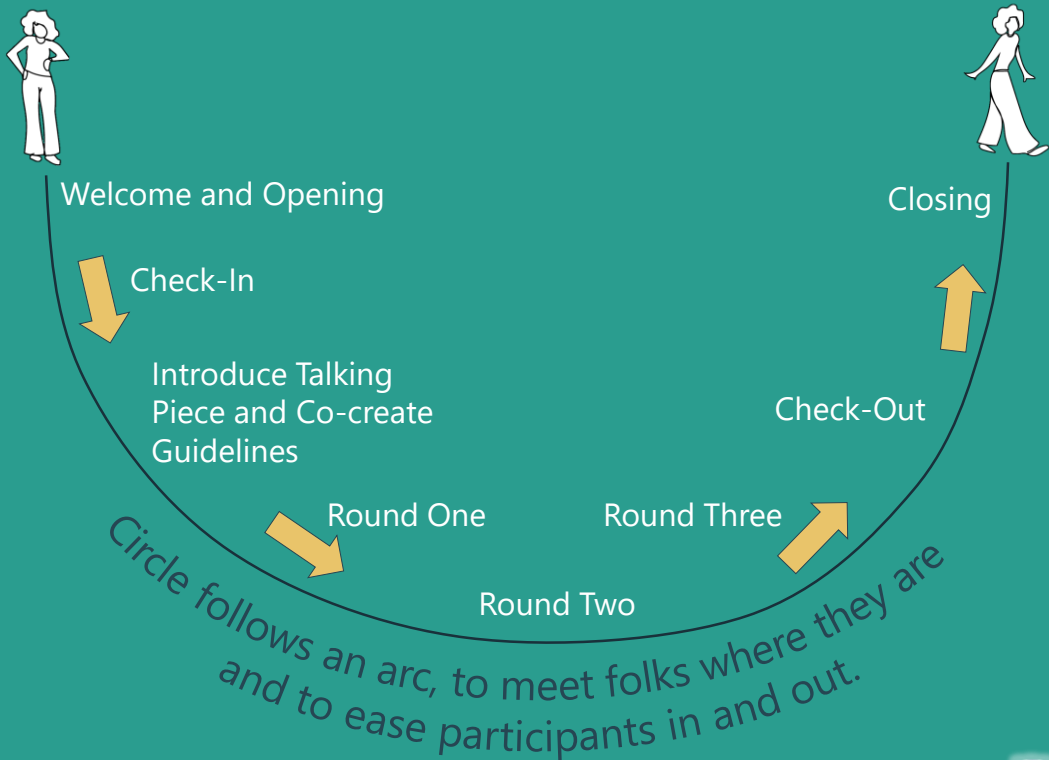


The WHY of Circles

- 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



Building the Container

Land
Acknowledgement

HISTORY

Honoring the land
Acknowledging the
roots of the work

Mindfulness
Moment

PRESENCE

Becoming fully
present to the
moment and one
another.

Community
Agreements

CONTRACT

How we will engage
with one another

Reading

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).
- **Multi-partiality**. Hold space, stay present, strive for the Highest Good of everyone involved. **Know thyself**. Self-awareness and self-care.
- **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.

