
RESTORATIVE JUSTICE: FOUNDATIONS FOR RESTORATIVE PROCESSES

Restorative justice is a response to harm and violation that centers the needs of those who have been harmed and supports meaningful accountability for those who caused the harm. In this training on restorative justice here at Reed College, participants will actively engage in uncovering the shared human values that uphold restorative justice and explore the benefits and risks of its application. Participants will gain a deeper understanding of how forces such as power and shame play a role in harmful behaviors, and how empathy, community, curiosity and genuine accountability may get us closer to the hopeful outcomes we seek. By the end of the training, those in attendance will better understand how and why restorative justice is a legitimate response to harm and violation, and how to incorporate its practice into everyday scenarios.

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TRAINING OBJECTIVES

By the end of the training, participants will have:

- examined links between restorative justice values and collective values;*
- recorded collectively recognized needs resulting from crime and harm;*
- discussed key misunderstandings of restorative justice;*
- deduced the most influential forces that shape pro-social behavior;*
- assessed purpose and outcomes of punishment;*
- explored shame's role in personal behaviors and relationships;*
- evaluated power and authority's role in responding to crime and harm;*
- practiced primary skills for supporting movement from shame to empathy;*
- identified light and shadow motivations for serving others;*
- differentiated between retributive and restorative justice frameworks;*
- generated interests that accompany statements made by those responsible for causing harm and those harmed;*
- unpacked aspects of accountability through a restorative lens;*
- differentiated between three models of practice;*
- assessed alignment of a provided program and restorative justice values and principles;*
- utilized restorative justice principles for scenario analysis;*
- debriefed documentary that is demonstrative of a victim-offender dialogue;*
and,
- completed training evaluations.*

TASK AGENDA – DAY 1

Opening and Introductions

Task 1:	INTRODUCTION OF TRAINER AND TRAINING	PAGES 2-4
Task 2:	PARTICIPANT INTRODUCTIONS	PAGE 5
Task 3:	EXPLORATION OF PARTICIPANT VALUES	PAGE 5
Task 4:	PRINCIPLES OF ENGAGED LISTENING	PAGE 6

Emergent Needs in the Aftermath of Crime and Harm

Task 5:	DEFINING JUSTICE	EXERCISE
Task 6:	STAKEHOLDER NEEDS	PAGE 7
Task 7:	TRAUMA-INFORMED JUSTICE	PAGE 8

Misunderstandings of Restorative Justice

Task 8:	REVIEW WHAT RESTORATIVE JUSTICE IS NOT	PAGES 9-10
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Philosophical and Skills Foundations

Punishment and Shame

Task 9:	EXPLORING CAUSES OF PRO-SOCIAL BEHAVIOR	EXERCISE
Task 10:	CRITICAL ASSESSMENT OF PUNISHMENT	PAGES 11-12
Task 11:	THE ROLE OF SHAME	PAGES 13-14

Power and Authority

Task 12:	DEFINING POWER	PAGE 15
Task 13:	SOURCES OF POWER	PAGES 15-16
Task 14:	STYLES OF INTERVENTION	PAGE 17

Skills for Talking about Harm and Repair

Task 15:	WTF – A FRAMEWORK FOR DISCUSSING BEHAVIORS	PAGE 18
Task 16:	BEHAVIOR OBSERVATION	PAGE 19
Task 17:	WORK TO UNDERSTAND	PAGE 20
Task 18:	ENGAGED LISTENING SKILLS	PAGES 21-23
Task 19:	TALK IMPACTS	PAGES 24-25
Task 20:	FIND SOLUTIONS	PAGE 26

Closing Day 1

TASK AGENDA – DAY 2

Opening Day 2

Task 21: EXPLORING LIGHT AND SHADOW MOTIVATIONS

Restorative Justice

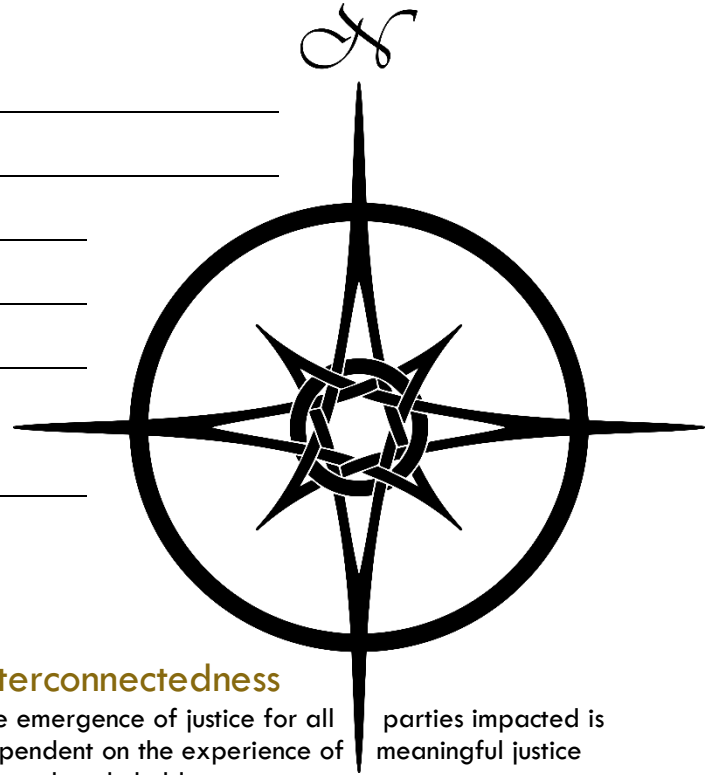
Task 22:	COMPARATIVE REVIEW OF RETRIBUTIVE AND RESTORATIVE JUSTICE	PAGE 27
Task 23:	RESTORATIVE JUSTICE OVERVIEW	PAGE 28
Task 24:	RESTORATIVE JUSTICE PRINCIPLES	PAGES 29-30
Task 25:	UNCOVERING INTERESTS	PAGE 31
Task 26:	MEANINGFUL ACCOUNTABILITY	PAGE 32
Task 27:	MODELS OF PRACTICE	PAGES 33-34
Task 28:	APPLYING THE PRINCIPLES	PAGES 35-36
Task 29:	KEY INDICATORS OF RESTORATIVE JUSTICE	PAGE 37

Closing

Task 30:	WRAP-UP	
Task 31:	EVALUATIONS	HANDOUT

RESTORATIVE JUSTICE VALUES

What values do you aspire to?



Restorative Justice Values

Respect

Respect is shown to all stakeholders, and is defined by honoring their individual and culture needs.

Empowerment

Sharing or transferring power to stakeholders.

Inclusivity

Stakeholders should have a voice in the process and outcomes.

Humility

Recognition of our own limitations, including our potential to cause unintended harm.

Curiosity

There is an openness and active effort to understand all interpretations and experiences.

Interconnectedness

The emergence of justice for all parties impacted is dependent on the experience of meaningful justice for each stakeholder.

Responsibility/Accountability

An individual has obligations to others when they have contributed to the suffering of others.

Growth

Moments of crisis represent opportunities for positive change within individuals and communities.

Dialogue

The mutual sharing of stories, perspectives, needs, and ideas between stakeholders is necessary for justice to emerge.
