

Restorative Justice in the Workplace

Eugenia Highland & Ali Treviño-Murphy

eliminating racism
empowering women

ywca

YWCA Madison Restorative Justice

Mission: To dismantle the
school-to-prison pipeline

Primary RJ process:
Peacemaking Circles

Education: Partnering
towards whole-school (&
district) restorative
justice implementation

Juvenile Justice:
Municipal Court diversion

Training: Community
centers, libraries, K12,
higher ed, workplace and
more...

Gratefulness to our teachers

- Kay Pranis
- Sujatha Baliga
- Fania Davis
- Erin Dunlevy
- Arash Daneshzadeh

Restorative Justice: Our Definition

— — —

Restorative justice is a decolonizing movement that aims to interrupt and dismantle the cycle of harm through collective radical vulnerability and love.

Restorative Justice recognizes the need to heal and repair the historical and transgenerational harm from our society's practices and systems of retributive and unjust law embedded in white supremacist culture.

Restorative justice is about nurturing relational, interconnected cultures and empowers communities to meet our needs and mend the relationships that make us whole.

RESTORATIVE JUSTICE IN EDUCATION

RESPECT

DIGNITY

Build and maintain healthy relationships

People are worthy and relational

Repair harm and transform conflict

Create just & equitable learning environments

MUTUAL CONCERN

(Katherine Evans & Dorothy Vaandering)

"What prevents us from closing what are actually access and opportunity gaps is our inability to name the issue of **power** as fundamental to the racial and cultural divide in this country."

Dr. Dorinda Carter

Power



“Whenever one group of people accumulates more power than another group, the more powerful group creates an environment that places its members at the **cultural center** and other groups at the **margins**. People in the more powerful group (the "in-group") are accepted as the norm, so if you are in that group it can be very hard for you to see the benefits you receive.”

The Culture of Power by Paul Kivel

Power

Healthy power.
Personal power.
Human need.



“There is a paradox associated with the **power of authority**. If individuals feel that the authority held is legitimate and fair, they will accept and respect that power; when they feel that it is unjustified, they will resent it and typically resist it. The paradox is that, in order for authority to be seen as legitimate, it is necessary that individuals feel that their own **personal power** is still respected by those in authority.”

--Kay Pranis & Carolyn Boyes-Watson, *Circle Forward*

Universal Restorative Justice Practices

— — —

- Community-building circles (values and stories)
- Creating shared community guidelines
- Centering the voices of marginalized groups (fish bowls)
- **Self & Collective work around identity & culture (just did)**
- Teaching and learning circles for professional development (storyfying content)

Universal Restorative Justice Practices

— — —

Establishing fair process:

Engagement

involving individuals in decisions that affect them by listening to their views and genuinely taking their opinions into account.

Explanation

explaining the reasoning behind a decision to everyone who has been involved or who is affected by it.

Expectation clarity

making sure that everyone clearly understands a decision and what is expected of them in the future

Universal Restorative Justice Practices

— — —

- Exercising power with, not power over (Restorative Leader Map)
- Restorative language & conversations

Closing