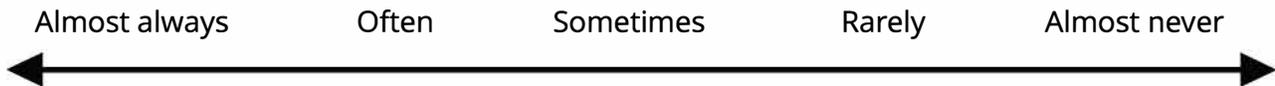


RESTORATIVE JUSTICE: A MINDSET

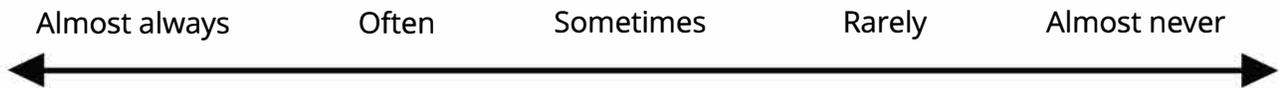
Restorative Justice is more than a program or practice; it is a mindset, a way of doing business and approaching our work every day. A restorative mindset is driven by key values and concepts which are outlined below.

DIRECTIONS: For each of the following statements, circle how often you have this mindset.

1. Place **relationships** at the center, recognizing that relationships are critical for making progress whether on large community issues or for an individual who is going through personal challenges.



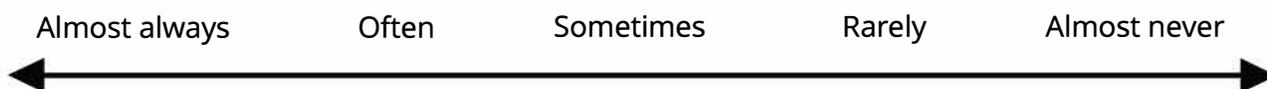
2. Value **collaboration and collective voice**, recognizing that all peoples' voices are important and that we must have structures and protocols in place that engage all stakeholders rather than a few individuals, even in times of conflict.



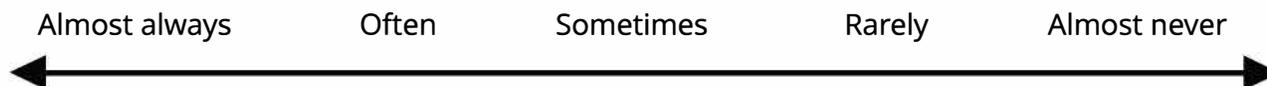
3. Recognize that **communities** are responsible for the individuals in the community and vice versa. Restorative justice mindsets look to a community to solve its own challenges and support individuals in the community in healing and repairing harm they may have caused.



4. Acknowledge **multiple truths** and that each individual has a unique perspective which should be shared, honored, and heard.



5. Believe that **respectful dialogue** is possible in any given situation. While certain topics may cause tension or vulnerability, a Restorative Justice mindset believes that with the right space and values a respectful dialogue can take place.



RESTORATIVE JUSTICE: A MINDSET *cont.*

6. Ask that individuals be **vulnerable** and willing to engage in honest conversations with others.

Almost always Often Sometimes Rarely Almost never



7. Ask individuals to be held **accountable** for their actions. This means that individuals should be able to acknowledge their role in any harm and take steps to repair any harm they have caused.

Almost always Often Sometimes Rarely Almost never



8. Acknowledge that **healing** is a process and that it must take place after harm happens to individuals and/or communities. Without an appropriate healing process, additional harm may be caused.

Almost always Often Sometimes Rarely Almost never



9. Ask how conflicts and harm can be **restored** after they have taken place. The goal of restoration is to rebuild relationships, restore the communities and individuals after harm, and work with those who caused the harm to prevent a similar incident from happening in the future.

Almost always Often Sometimes Rarely Almost never



10. Believe that **constructive solutions** are always possible and work towards discovering those solutions together.

Almost always Often Sometimes Rarely Almost never



On average, where do you fall along the RJ Mindset Continuum? Why might this be? What about your life experiences (personal and professional) have influenced your mindset?

RESTORATIVE JUSTICE MINDSET DEFINITIONS + TERMS

Punitive Mindset: Retribution	Restorative Mindset: Relationships
Rules are broken	People are harmed
Justice focuses on establishing guilt of an "offender"	Justice identifies needs of everyone involved and meeting those needs
Accountability = punishment of an "offender"	Accountability = understanding impact and repairing harm
"Offender" is separated and stigmatized	Harm-doers and people harmed are involved in a process of communication, repairing harm, and creating positive outcomes

KEY RESTORATIVE LANGUAGE

harm	safe space	reflection	rebuild
harm-doer	process	affected	process
behavior	circle	impact	heal
choices	time	ripple effect	restore
community	relationships	locus of control	repair

RESTORING LANGUAGE

DIRECTIONS: Using the word bank on the previous page, rewrite the dialogue in the left column to reflect your understanding of restoration and repair. Keep in mind that when utilizing a restorative mindset, you may decide to change the entire sentence structure, not just the words!

NON-RESTORATIVE LANGUAGE	RESTORATIVE LANGUAGE RE-FRAME
1) "When you have a job, do you think your boss will let you get away with that?"	
2) "Because I said so. You have to do what I say when you're in my class."	
3) "You are failing all of your classes. What do you even come to school for?"	
4) "Next time we are going to have to get the cops involved."	
5) "Stop being such a mess before I send you to the Dean."	
6) "I <i>know</i> you are not coming into my class today with that attitude."	
7) "You need to get it together before you screw up."	
8) "I bet your mom did not raise you like this. What would she think right now?"	