

Restorative Justice Circles

Purpose

The purpose of Restorative Justice (RJ) is to identify opportunities to create community and repair any harms that occurred in a collaborative way. RJ takes a people-first approach and is not used to determine whether or not a policy was violated.

Roots of RJ

- Restorative practices are based in indigenous practices from around the world.
- We honor the tribes that have offered this gift to us.
- We acknowledge this practice occurring on stolen Native land.

Circle Participants

- Facilitator
- Co-facilitator
- Impacted parties
- People that have caused harm
- Community members

Land Acknowledgement

We honor and acknowledge that we are on the traditional territories and ancestral homelands of the Cheyenne, Arapaho, and Ute nations. We must recognize Indigenous peoples as the original stewards of this land and as these words of acknowledgment are spoken and heard, remember the ties these nations still have to their traditional homelands. Let us acknowledge the painful history of genocide and forced removal from this territory and pay our respect to the diverse Indigenous peoples still connected to this land. Let us also give thanks to all Tribal Nations and the ancestors of this place

Traditional Discipline

- Who broke the rule?
- What rule was broken?
- What punishment does the offender deserve?
- The victim is not involved in deciding the outcome and does not have a say.
- **The focus is on rules, blame, and punishment.**

Restorative Discipline

- Who was involved and how?
- Which relationships have been harmed?
- What do participants need, particularly those that were harmed?
- Everyone that was impacted has an opportunity to heal and prevent future harm.
- **The focus is on relationships, respect, and responsibility.**

Reintegration: The purpose is to welcome the person that caused harm back into the community, share resources and support to avoid repeating the harm.

Conflict Circles:

Participants voluntarily engage in the Circle process. The voices of those who caused harm, and those who experienced harm are both valued. A Conflict Circle is used to discuss, understand, and repair harm. Participants develop agreements to heal the identified harm and create a meaningful path forward.

Community Building:

Participants are invited to respond to open-ended questions related to community building, curriculum, issues, support, or celebration.

Respect | Relationships | Responsibility

Steps in the Circle Process

Opening

Welcome participants to the Circle. Discuss the purpose of the Circle. Land acknowledgement.

Introductions

Introduction of the people in the Circle. Go over ground rules. Speak and listen from the heart and with respect. Honor privacy. Say just enough.

Talking piece & Centerpiece

Discuss the talking piece and its purpose. Describe and contribute to the centerpiece.

Check-in Round

Get to know one another

Community Building Rounds

This is the heart of the matter. These rounds may include sharing your perspective or experiences and discussing future plans or ways to repair harm.

Closing

Reflect on the Circle. Offer a moment of mindfulness or words to carry from the Circle.