

Third Judicial Circuit of Michigan

STORIES OF RESTORATIVE PRACTICES IN THE WORKPLACE



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Background

The Court's initial exposure to
Restorative Practices

Small number of staff were exposed



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Background Exposure Spread

- * Professional staff
- * Administrative staff



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Background

- * Positive response from those trained
- * Interaction with the 9th Precinct RP Initiative



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Strategy

- * Volunteers were sought to form a team
- * Team composed of employees from all divisions, campuses, and classifications



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Strategy

* Team was trained – Attended T3



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Strategy

- * Supervisors and Managers were trained in August 2016 & January 2017



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Strategy

- * Began training workforce – July 2018
- * 7 Two-Day Trainings Conducted to Date



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Strategy

- * 331 of 498 Court staff trained (167 remaining)



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Strategy

* Purposeful attention to process



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Strategy

Restorative Spaces Identified
throughout Workplace



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Challenges and Concerns

- * Union environment
- * Public sector organization
- * Different campuses functioning as silos
- * Workplace fatigued by “new” initiatives



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Challenges and Concerns

TRAINING

- * Translation (Videos and Script)
- * Affective Statements



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Using Restorative Practices Proactively

Establishing Kinship
Generating Ideas
Action Planning



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Establishing Kinship

- * Incorporating check-in and check-out into staff meetings
- * Conducting staff meetings in a circle with a talking piece
- * Encouraging leaders to hold meetings in a circle
- * Energizers



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Using Restorative Practices Proactively

- * Generating Ideas/Action Planning
- * Brainstorming circles



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Using Restorative Practices in Other Ways

Addressing workplace:

- * Tensions and conflict
- * Disrespect



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Using RP in Other Ways

Addressing workplace:

- * Communication challenges
- * Insubordination
- * Dysfunctional Culture



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Using RP in Other Ways

Resolving:

- * Personality conflicts
- * Interdepartmental issues



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Recommendations for Implementing

Get Leadership Buy-In



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Recommendations for
Implementing

Commit Adequate Resources



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Recommendations for
Implementing

Establish a Support Team



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Recommendations for Implementing

- *Support the Support Team
- *Use Internal Staff



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Benefits of an Internal Team

- * Power in Numbers
- * Back-up in Emergencies
- * Internal Trainers are Well-Received
- * Cost Savings



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Recommendations for Implementing

Communicate with Labor Organizations



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Recommendations for Implementing

Train entire workforce (include
stakeholders)



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Looking to the Future: Sustaining RP in our Workplace

- * Newsletter/Social Media
- * Quarterly Meetings with Leaders
- * Disseminate RP Team's Contact Information to Workforce
- * Communications to Remind of RP Tools & Updates



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Looking to the Future: Sustaining RP in our Workplace

- * Train New Hires
- * Periodic Refreshers for Workforce
 - Activities/Games
 - Share Restorative Stories



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How Restorative Practices has migrated to personal lives



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Questions



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Feedback

“Thank you Toielynn for the confidence that we could make a valuable contribution. I hope the situation is significantly improved.”

“I just wanted to send you ladies out an email thanking you for the GREAT job each of you did during our 2 day training. I really enjoyed both days and look forward to utilizing my circle(s) during our staff meetings.”



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