

# What Do We Need To Do To Get Communities to Adopt Restorative Practices

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# The Key Question

- If restorative practices offer a form of justice that can transform the justice system...
- how do we help communities adopt these practices?

# Background

- Introductions
  - John Rosiak
  - Topic
  - Who is in the room

# Plan for the Session

- Present issues and strategies.
- Facilitate discussion where participants have opportunity to share their experiences/insights into those strategies.

# The Continuum of Restorative Practices

- Where RP operates:
  - Educational settings, different levels
  - Youth justice diversion
  - Juvenile court
  - Youth detention centers
  - Families
  - Residential life at universities
  - Workplace



**"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."**

# Barriers to implementing a paradigm shift like RP



# Barriers to Adopting RP

(Identified by the Group)

- Leadership (vision)
- Ownership (implementation)
- Defining roles for all, including researchers
- Using evaluation to identifying benefits for all
- Challenge to promoting what RP means to people
- Is RP evidence-based or practice-based?
- Documenting different RPs
- Showing how RP can transform communities
- Raising awareness about RP, selling, convincing
- Involving different parties in RP



# Does this say it all?

- *Many juvenile justice and school systems want to be more restorative but most are not willing to make the shift to being restorative.*
- *It takes bold leadership; thorough training for all in the system; ongoing training and especially for all new hires; including RJ in evaluation; and making the structural and policy changes required to move from punishment to restoration.*

—Dr. Ron Claasen, Center for Peacemaking and Conflict Studies.

# How do we support the adoption of Restorative Practices?

1. Use leadership
2. Define the roles the community can play
3. Establish policy and legislative changes
4. Use evaluation data
5. Communicate how RP works
6. Provide training
7. Sustain RP

# To Support the Adoption of Restorative Practices...

## 1. Use Leadership

- Crucial for change
- Convene
- Spread out leadership

# To Support the Adoption of Restorative Practices...

2. Define the roles the community can play to support restorative practices. Include:

- peers
- teachers
- victims/those harmed
- parents and other family members
- service providers
- the legal authorities
- et al.

# To Support the Adoption of Restorative Practices...

## 3. Establish policy and legislative changes to support restorative work

- Legislation may allow or require RP.
- Support not just unfunded mandate.

# To Support the Adoption of Restorative Practices...

## 4. Use evaluation data to support RP.

- Decisions should be “data driven” but use stories to “sell”
- Funder: Love the story; where’s the data?

# To Support the Adoption of Restorative Practices...

## 5. Communicate how RP works.

- Model by explaining using circles or check in.
- RJ Expos

# To Support the Adoption of Restorative Practices...

## 6. Provide training.

- Doing it right.
- Train people as team.
- Include leadership for support.

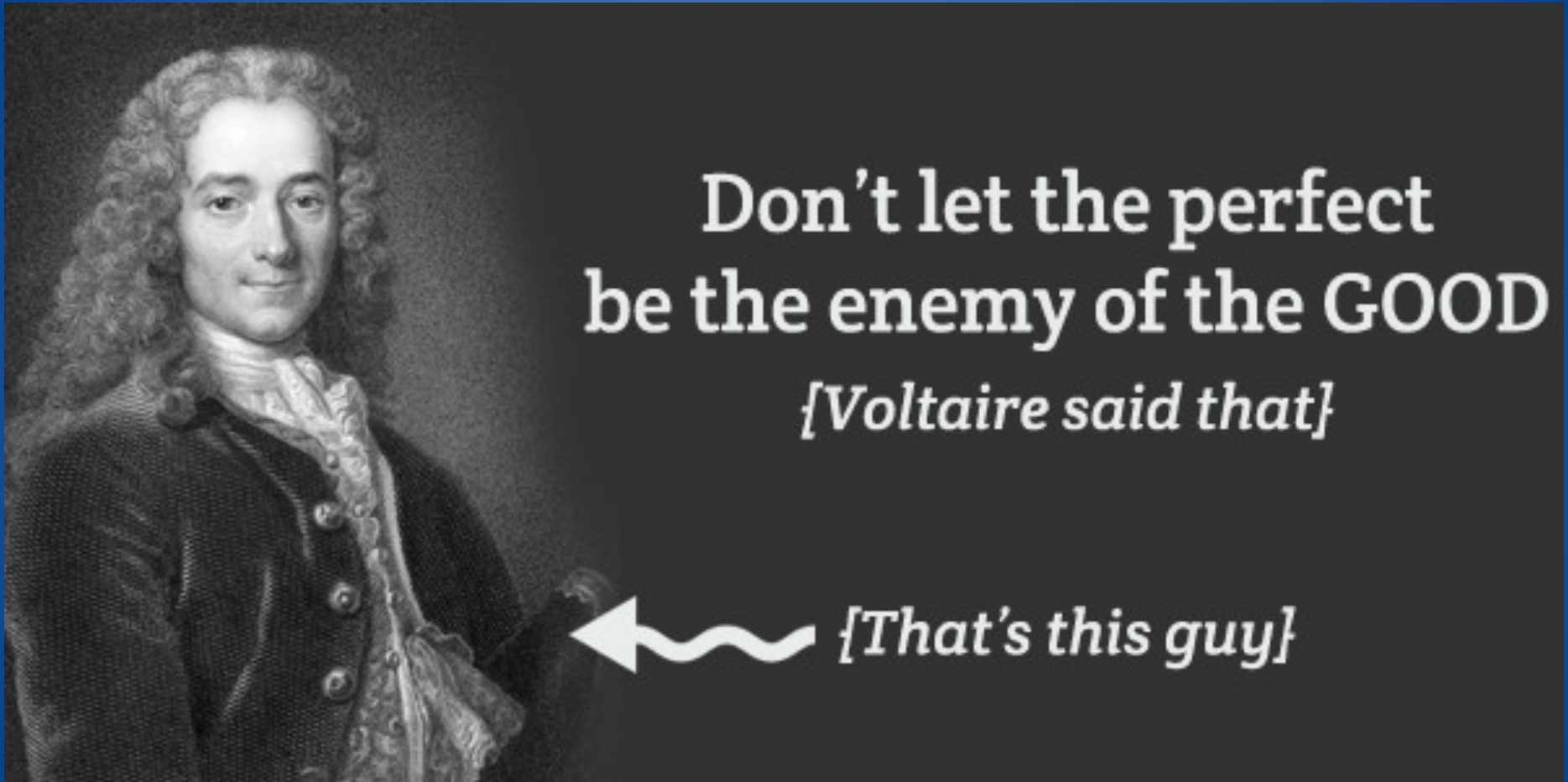


# To Support the Adoption of Restorative Practices...

## 7. Sustain RP.

- Doing all of the above well.
- “Live it.”

# What Else Can We Do To Support the Adoption of RP?



Don't let the perfect  
be the enemy of the GOOD

*{Voltaire said that}*

*{That's this guy}* ←

# The last word...



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