

Central Michigan Restorative Justice Initiative

“It’s all about community.”



**Central-Michigan
Restorative Justice**



A Collaborative Approach



Community Resources:

- Administered by Resolution Services Center of Central Michigan, a nonprofit ADR organization administered by MI Supreme Court
- Served and partnered with participating schools' administrators and staff
- Engaged Michigan State University Faculty and students in evaluation and service
- Funded through dollars from:
 - Participating School Districts
 - Capital Area United Way
 - Ingham County Juvenile Justice Millage
 - Kellogg Foundation
 - National Association for Community Mediation
 - Other Community Groups
- Conceived and supported by local Balanced and Restorative Justice (BARJ) Alliance



Run on Passion



Staff *VERY* Part-time

CMRJI Staffing:

- 2005-06 1 Part-time
- 2006-07 1 Part-time & 1 AmeriCorps Full time
- 2007-08 2 Part-time & 3 AmeriCorps Full time
- 2008-09 6 Part-time & 2 AmeriCorps Part-time
- 2009-10 7 Part-time

Faced Many Uncertainties

- Continual changes in school leadership and school funding levels.
- Lost AmeriCorps funding when national association folded.
- Paid staff so little they should have left for better jobs, but none did!
- Funding never guaranteed at any level from year to year.



The Central Michigan Restorative Justice Initiative (CMRJI)



CMRJI Mission

We build positive, respectful relationships, based on recognizing the worth of every person. We accomplish this by:

- Fostering a sense of connectedness;
- Providing opportunities to resolve conflicts peacefully;
- Educating and empowering all in restorative principles.





Fostering a Sense of Connectedness



“The restorative justice program really helps you express your feelings to others and feel better about yourself leaving knowing that you don’t have to fight to prove your point.”

- *Middle school female*

“It helped get some thoughts out to the other person without using violence.”

- *High school female*

“What I liked about it is we actually connected and came together as one. We didn’t see differences anymore.”

- *High school male*



Fostering a Sense of Connectedness



- ***Restorative Justice, Restoring Community, Healing Lives***, excerpted from the full-length DVD to show the experience of one high school student and his family—Ryan, Robin and Roger Lewis.
- This story begins with Ryan explaining how he was trash talking with his football teammates after practice when tempers flared and violence erupted.
- <http://www.youtube.com/watch?v=lqaqrDnhzDw>



Providing Opportunities to Resolve Conflicts Peacefully



	Jan.- June 2005	2005-06	2006-07	2007-08	2008-09	Sept -June. 2009-10	Program Totals
# of Host Schools	1	1	6	10	19	10	19
# School Districts Served	1	1	3	4	5	3	5
Cases referred	6	159	272	522	973	742	2673
Cases resolved	6	159	258	507	946	613	2488
Students involved (total)	12	427	665	1529	2635	1561	6827
Unduplicated students	12	293	597	911	1875	961	4649
Student self referrals	0	n/a	12	15	84	126	237
Number of parents	10	135	109	106	143	120	621
Adult supporters	1	80	46	46	20	29	222
Unduplicated staff	3	48	33	67	72	37	260
Volunteers	0	4	47	26	30	17	124
Expulsions averted	0	2	15	11	3	3	34
Suspension days saved	5	1327	1861	1639	1649	994	7475
Noteworthy Events	Pilot began	15% drop in suspensions at host school	Earned MASB Education Excellence Award	Added 2 additional districts	Presented to State of MI Board of Education	RJ delayed 2 months in Lansing Schools	CMRJI completes fifth year of operation



Providing Opportunities to Resolve Conflicts Peacefully

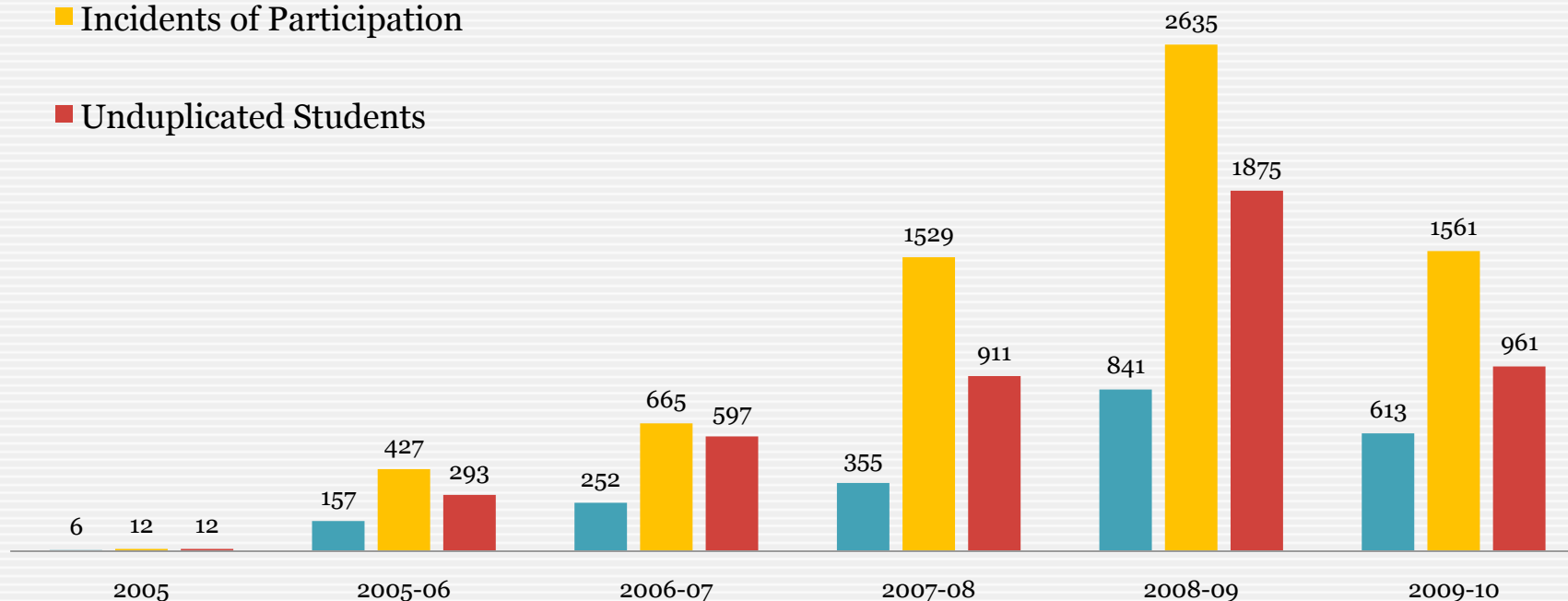


Five Year Summary of CMRJI Case and Student Participation Data

■ Cases Resolved

■ Incidents of Participation

■ Unduplicated Students

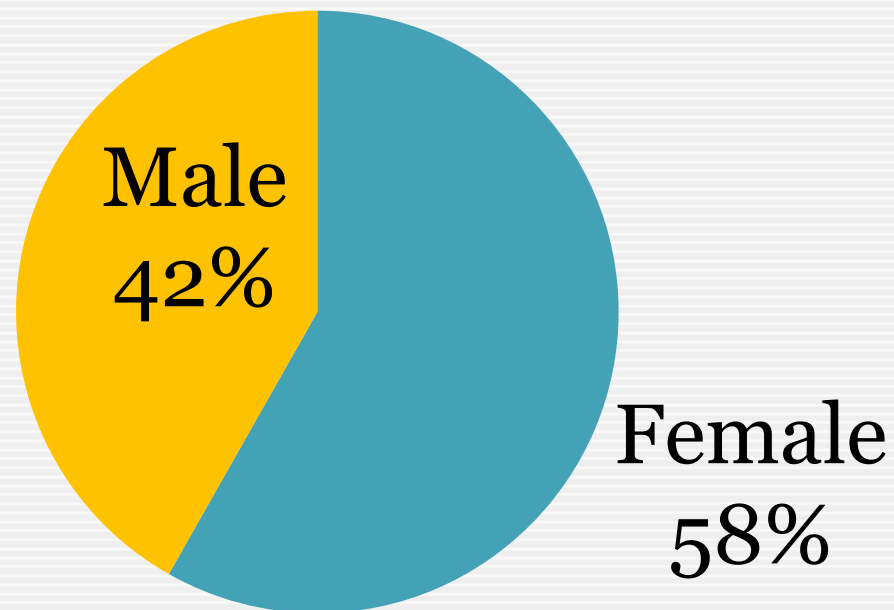




Providing Opportunities to Resolve Conflicts Peacefully



Five Year Student Participation by Gender

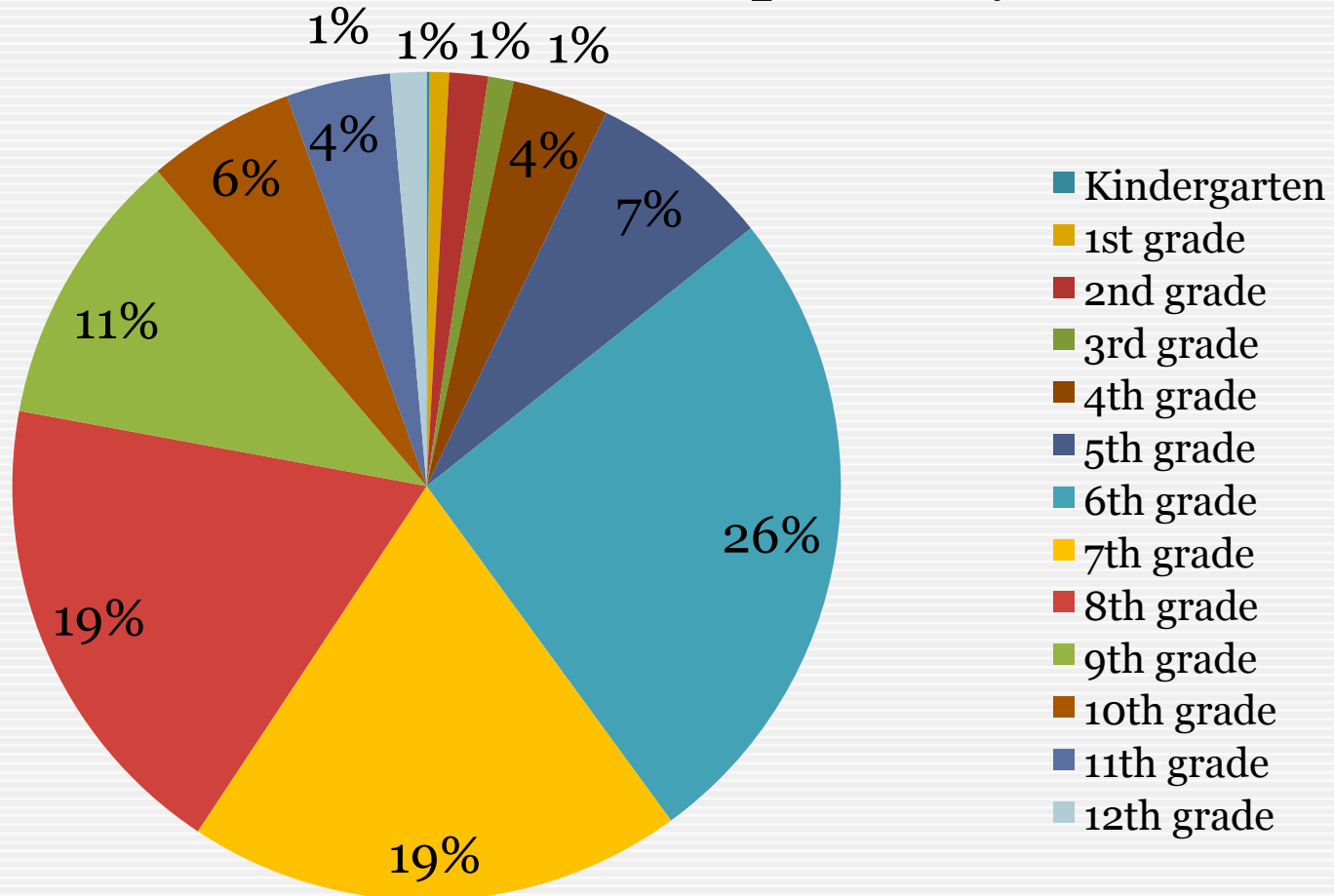




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Five Year Data Student Participation by Grade

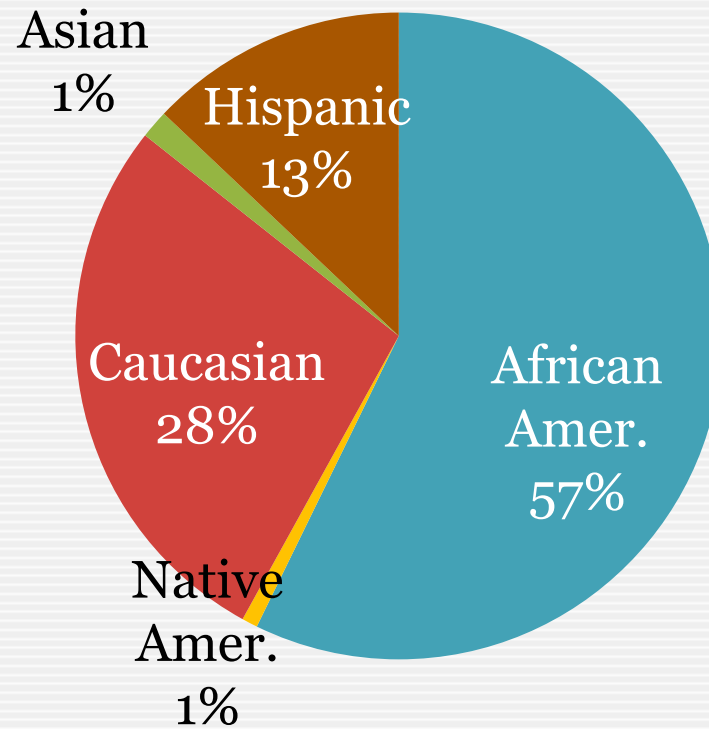




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Five Year Student Participation by Ethnicity

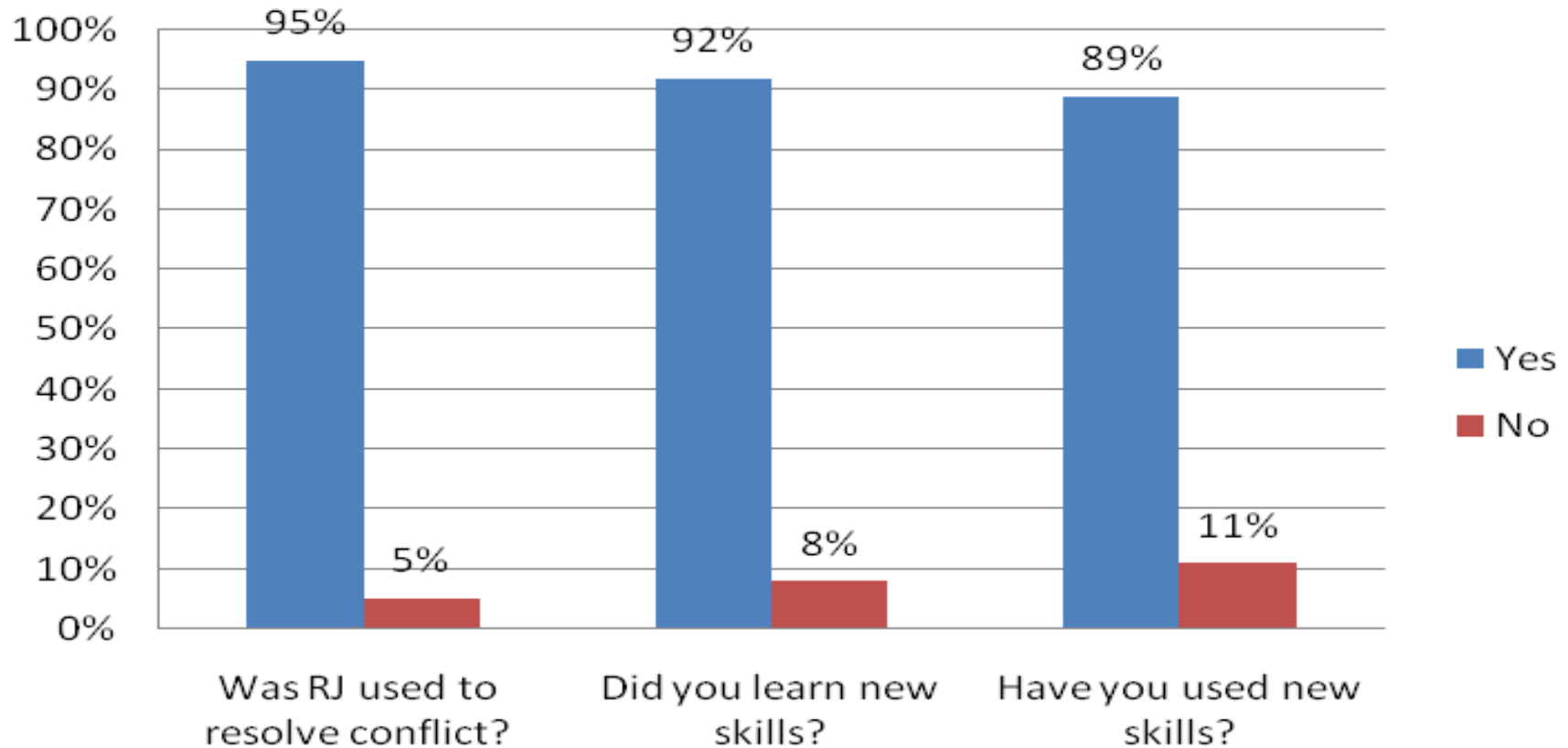




Students Embrace the Opportunity



Long Term Student Survey Data

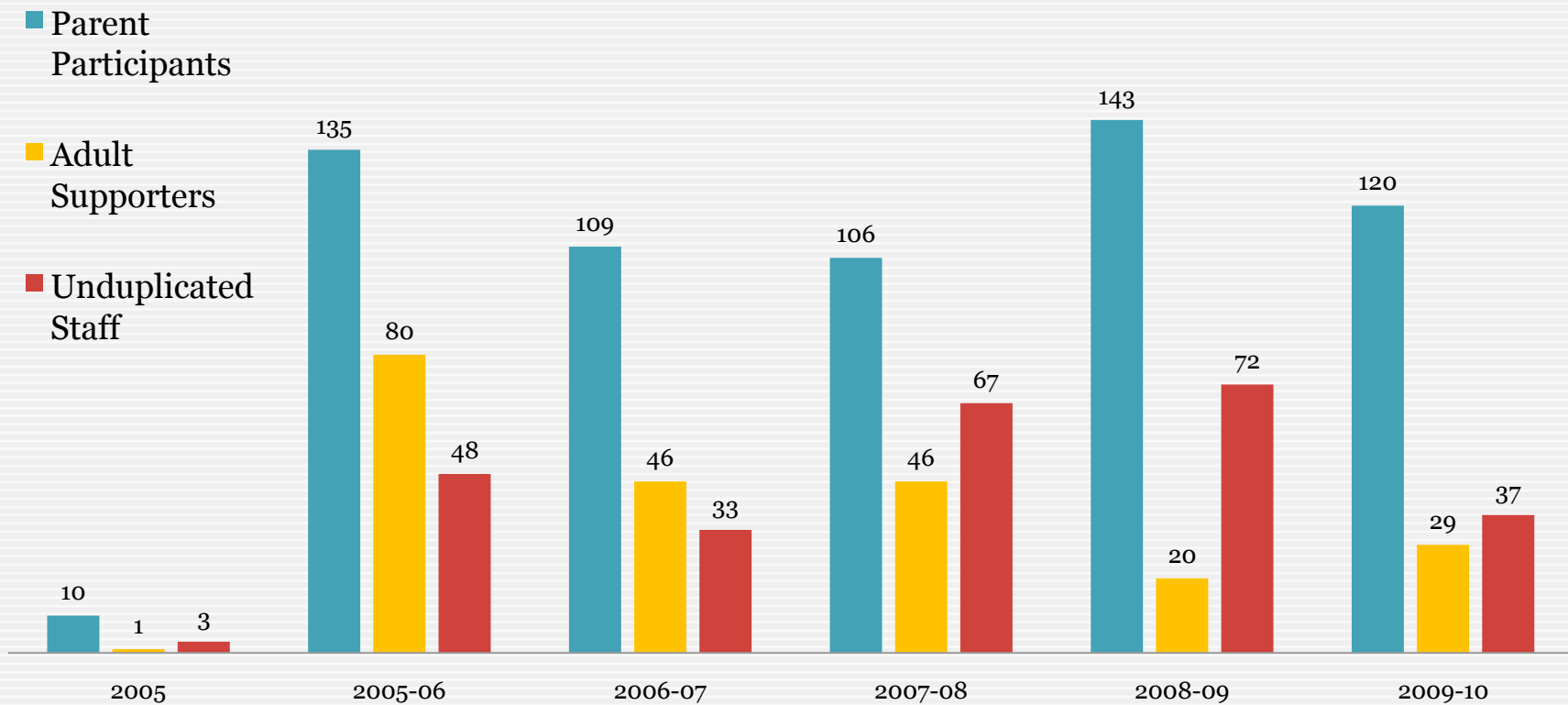




Providing Opportunities to Resolve Conflicts Peacefully



Five Year Adult Participation

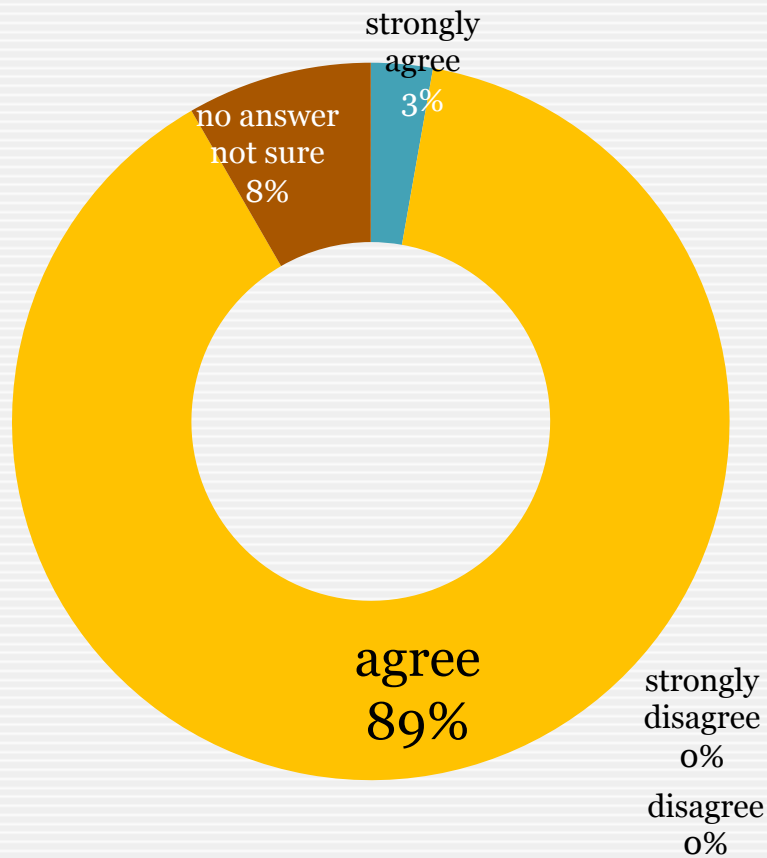




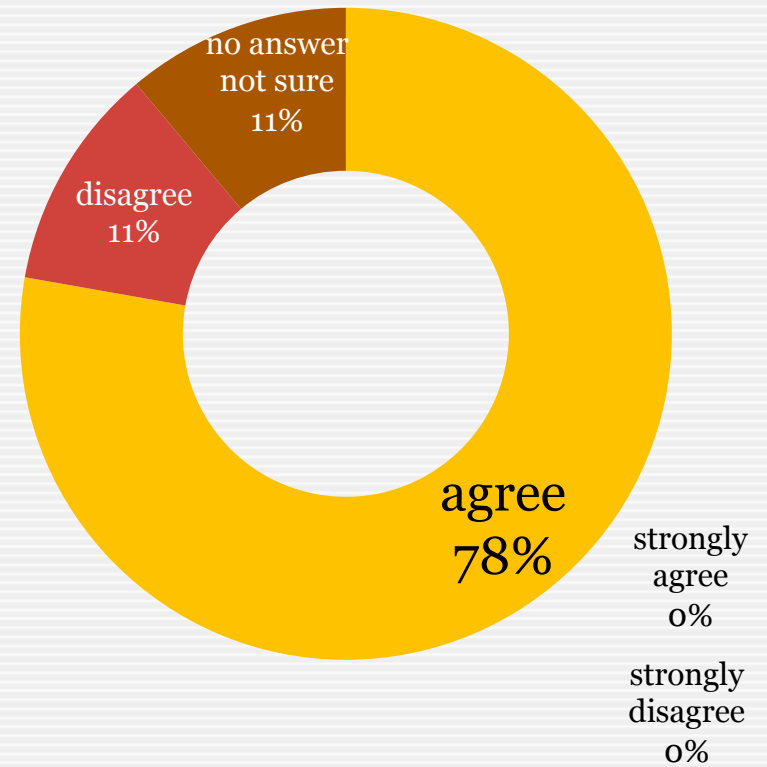
Parents Appreciate the Opportunity

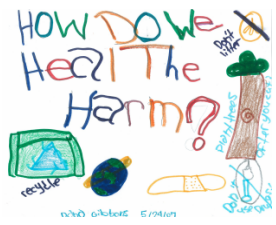


RJ helped my child resolve this dispute (n=36)



My Child Learned New Ways of Resolving Disputes

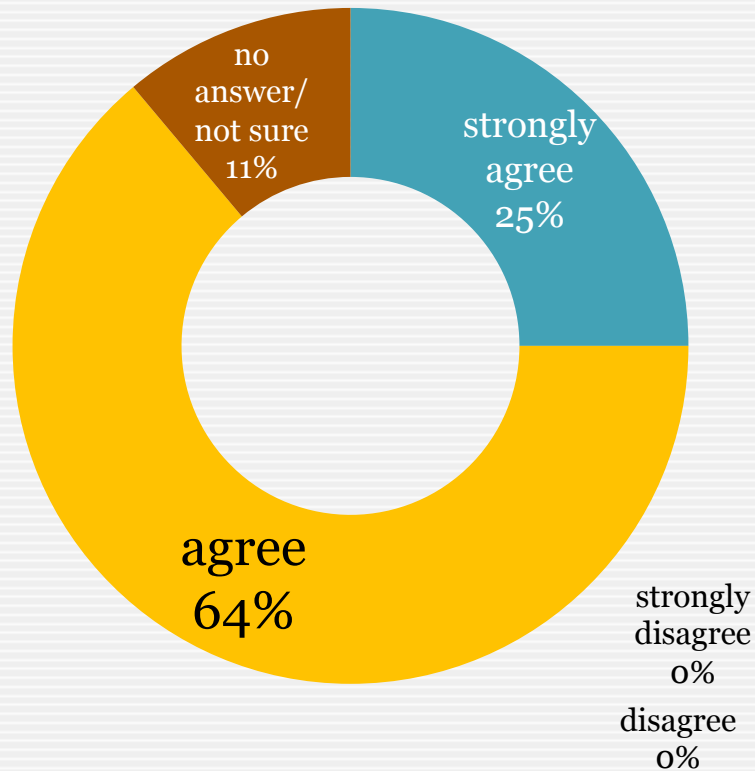




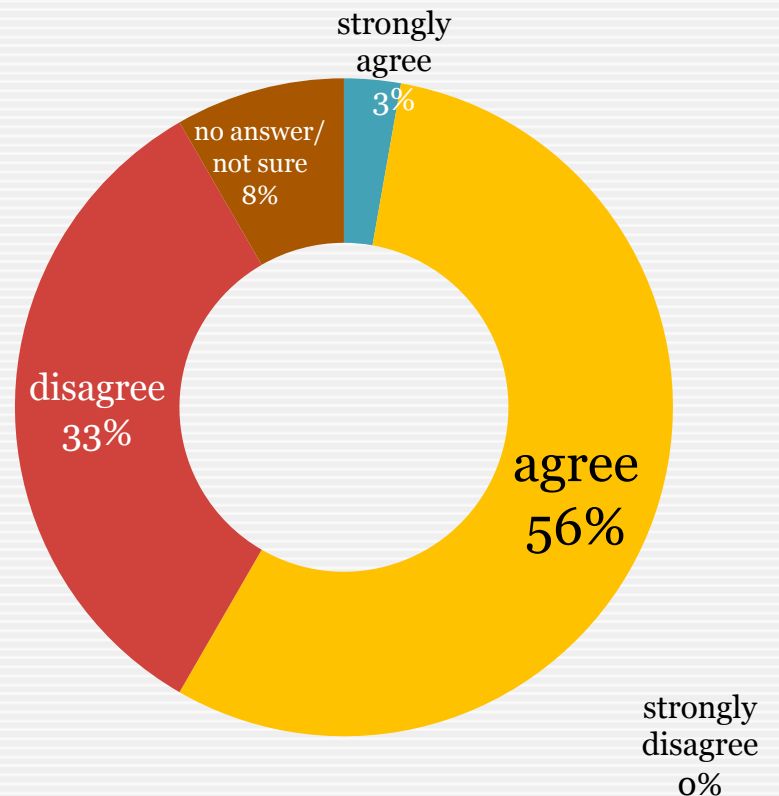
Parents Appreciate the Opportunity



I Would Recommend this Process to Others (n= 36)



I Have Learned Something New About Resolving Disputes

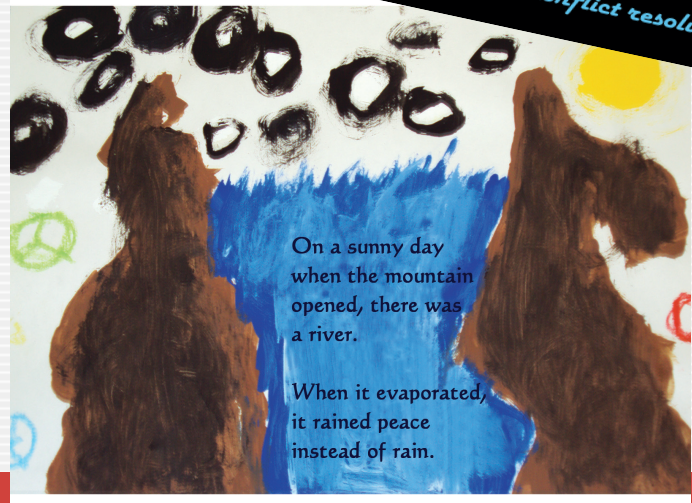
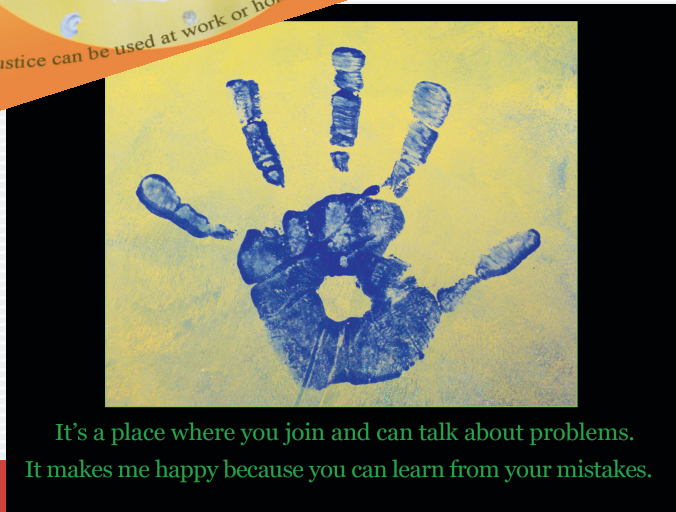
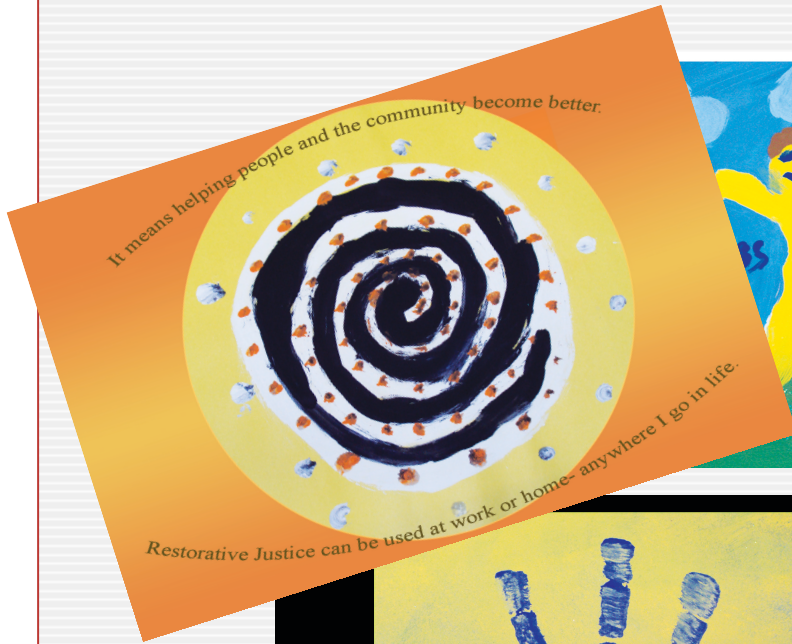




Fostering a Sense of Connectedness



Restorative Justice Arts Initiative





Lessons Learned



You are providing a safe place for people to resolve conflicts. You are not resolving conflicts for them.

Be the peaceful presence at the center of the safe space.

Don't let fear get in the way. It manifests in strange ways, but it's still weaker than peace.



Lessons Learned



You can't explain RJ
—Engage people in activities to help them FEEL it to understand.



Take time to define your objective and scope.

Capitalize on practitioners' talents and don't get stuck on process, style or top-down control.

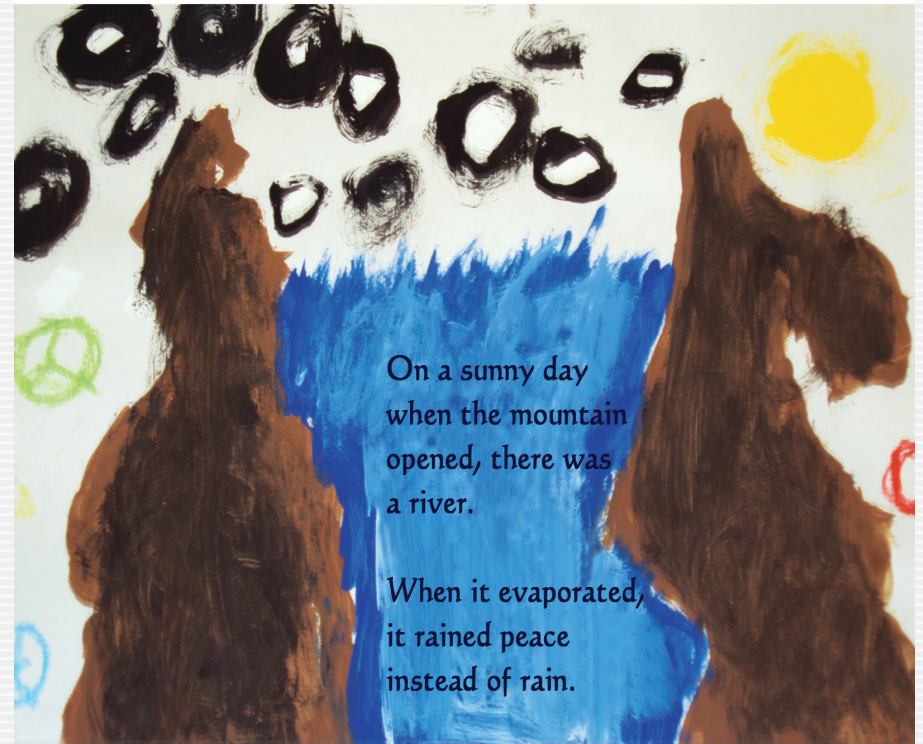


Lessons Learned



Keep careful data (both quantitative and qualitative) in a format you can access for variety of reports.

Seek opportunities to tell stories about RJ's impact—in participants' own words whenever possible.





Lessons Learned



Love your work!

Never forget that you can make a positive difference in the lives you touch.





The Charge



Let's start a revolution with conflict resolution.