

Restorative Justice & Africentricity

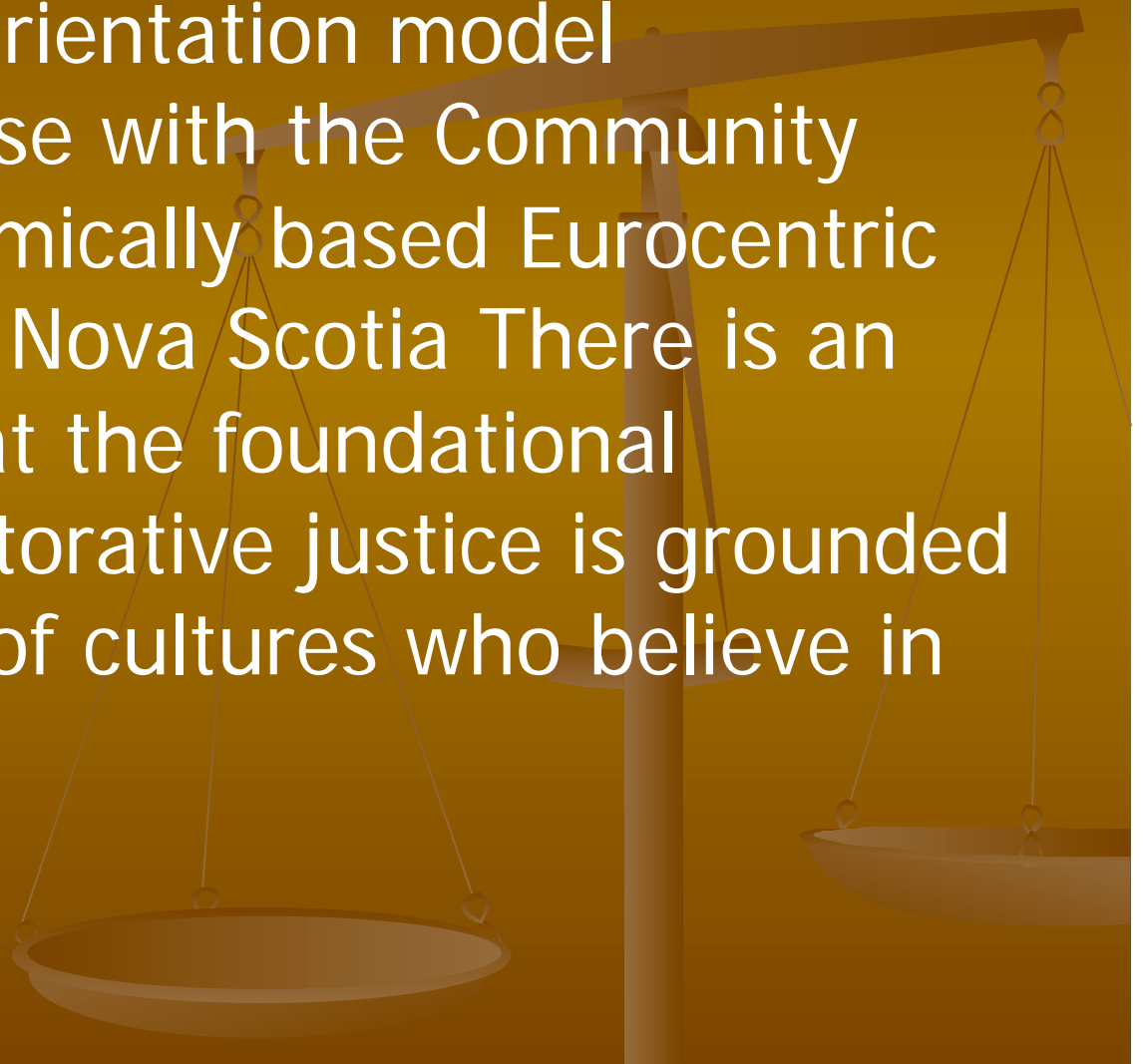
Mending The Circle

11th World Conference – International Institute for Restorative
Practices
October 22, 2008

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The Organizational Context

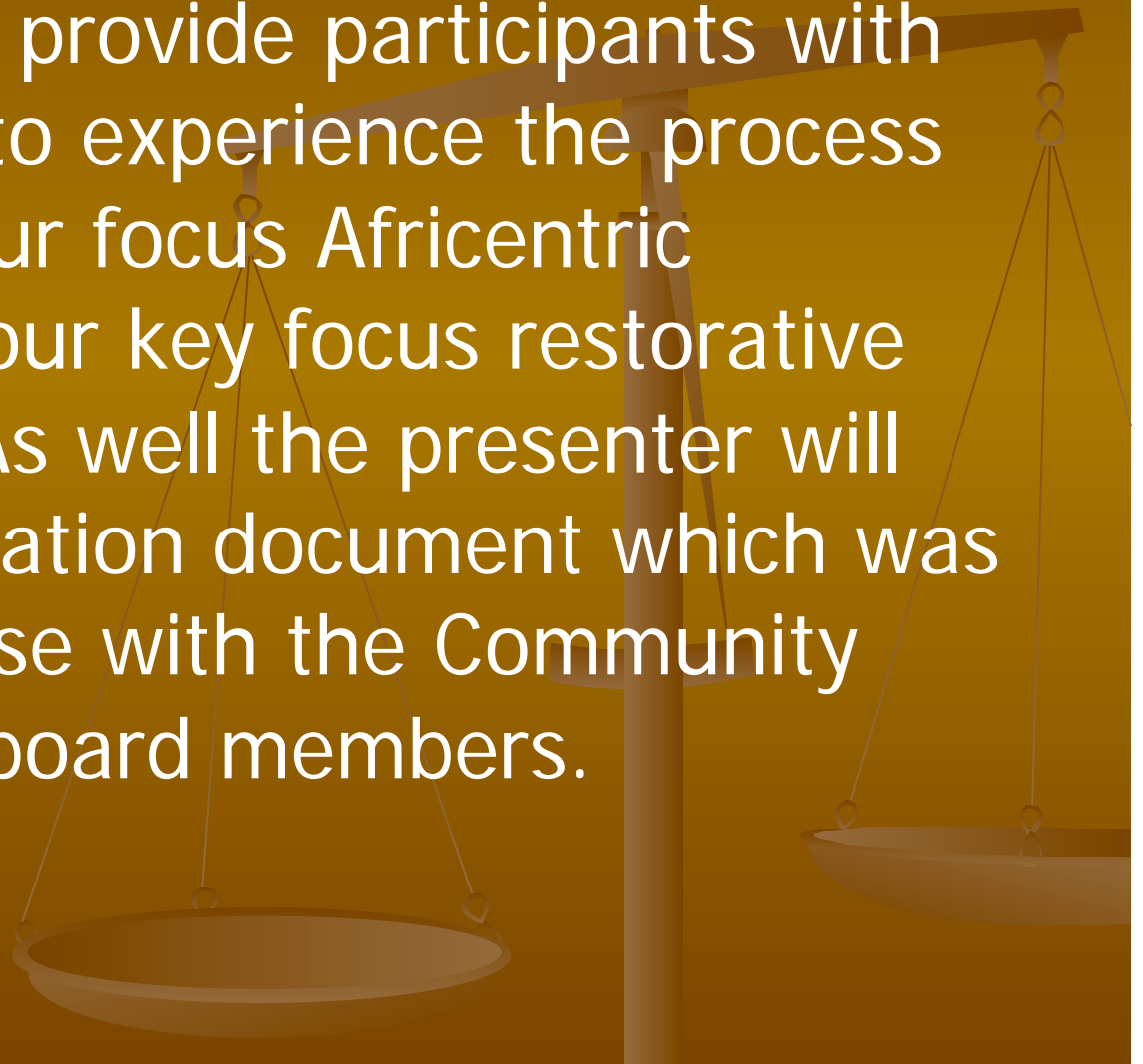
- A process and orientation model developed for use with the Community Society, a systemically based Eurocentric organization, in Nova Scotia There is an appreciation that the foundational approach of restorative justice is grounded in the histories of cultures who believe in collectively.



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The Organizational Context

- The session will provide participants with an opportunity to experience the process used to align four focus Africentric principles and four key focus restorative justice values. As well the presenter will share the orientation document which was developed for use with the Community Justice Society board members.





Unity is strength

Umoja ni nguvu (Swahili) -

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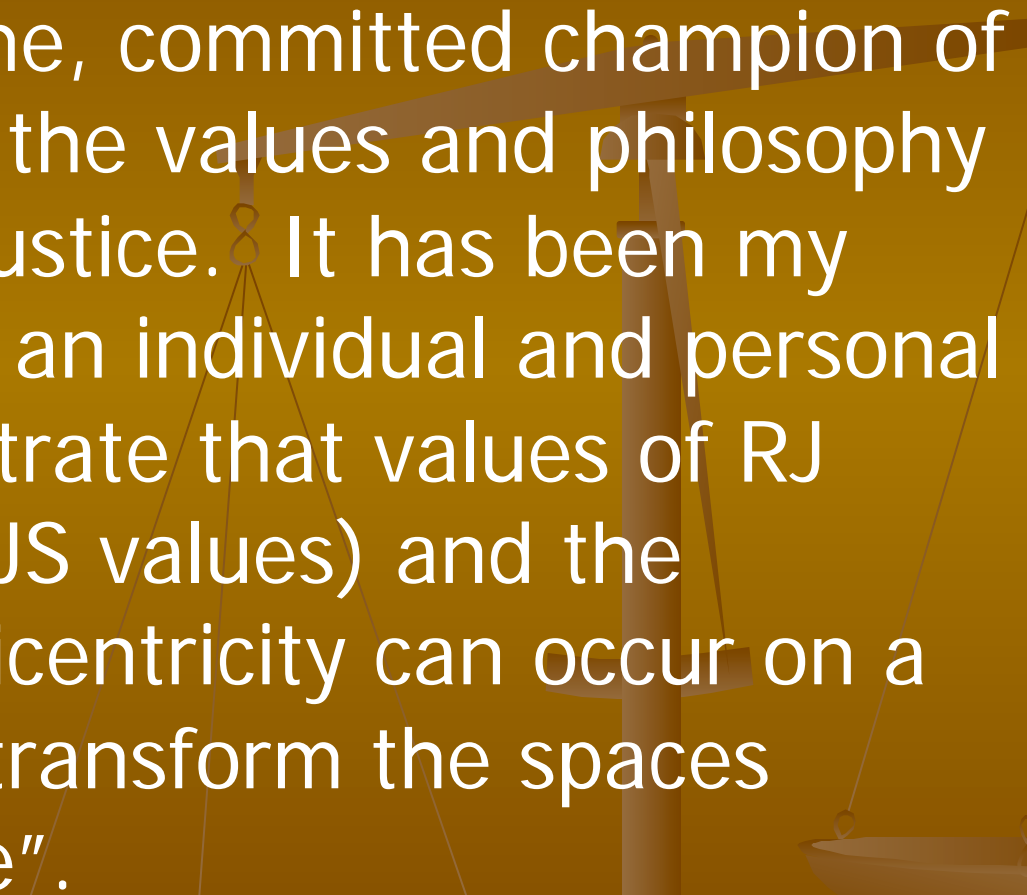
I want to thank the Council on African Canadian Education (CACE) for the insight they demonstrated by establishing the Masters Cohort – Africentricity. It was through this venue of study, specifically my practicum study, that I was able to realize my vision of showcasing the connection of Africentricity with restorative justice and restorative practices

"Know thy Africa, Know thyself"

<http://www.cace.ns.ca/home.shtml>

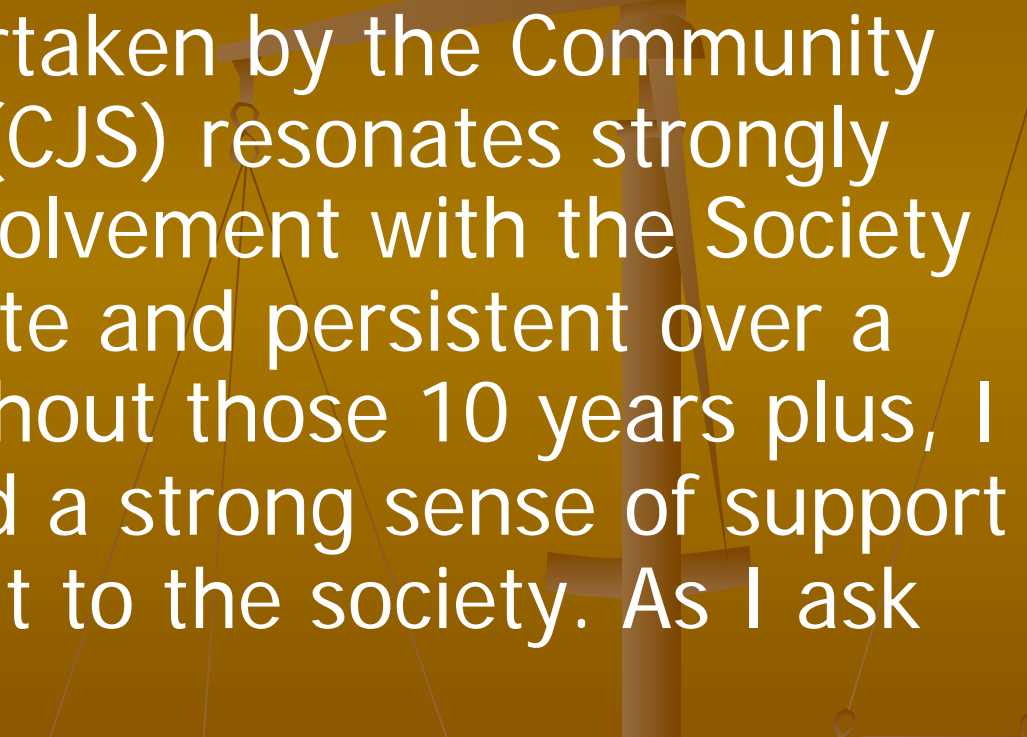
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“I am a long time, committed champion of the Society and the values and philosophy of Restorative Justice. It has been my commitment on an individual and personal level to demonstrate that values of RJ (embraced as CJS values) and the principles of Africentricity can occur on a daily basis and transform the spaces where we reside”.



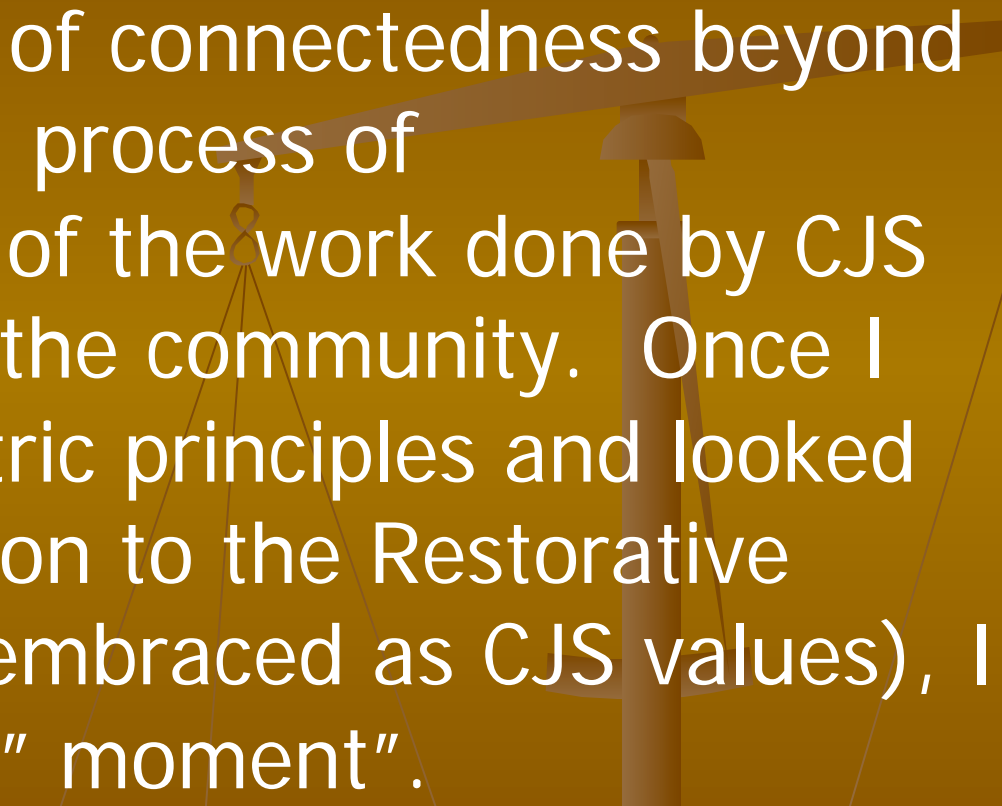
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"The work undertaken by the Community Justice Society (CJS) resonates strongly with me. My involvement with the Society has been intimate and persistent over a decade. Throughout those 10 years plus, I have maintained a strong sense of support and commitment to the society. As I ask myself "Why".



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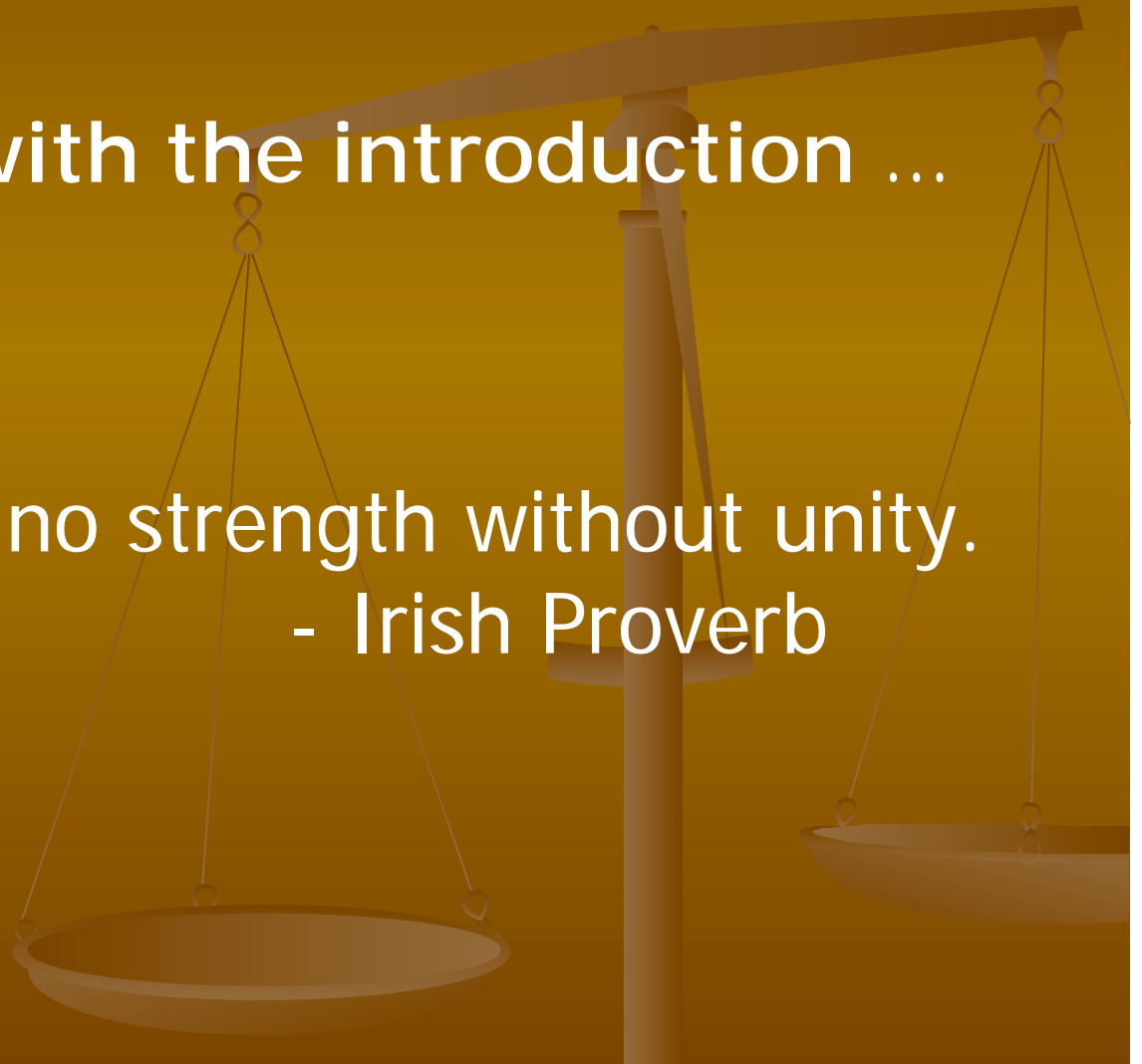
"I knew a sense of connectedness beyond the mere typical process of implementation of the work done by CJS to heal harm in the community. Once I saw the Africentric principles and looked at them in relation to the Restorative Justice values (embraced as CJS values), I had my "ah hah" moment".



Through the Lens of the Restorative Justice (RJ) Process

- Let us begin with the introduction ...

There is no strength without unity.
- Irish Proverb

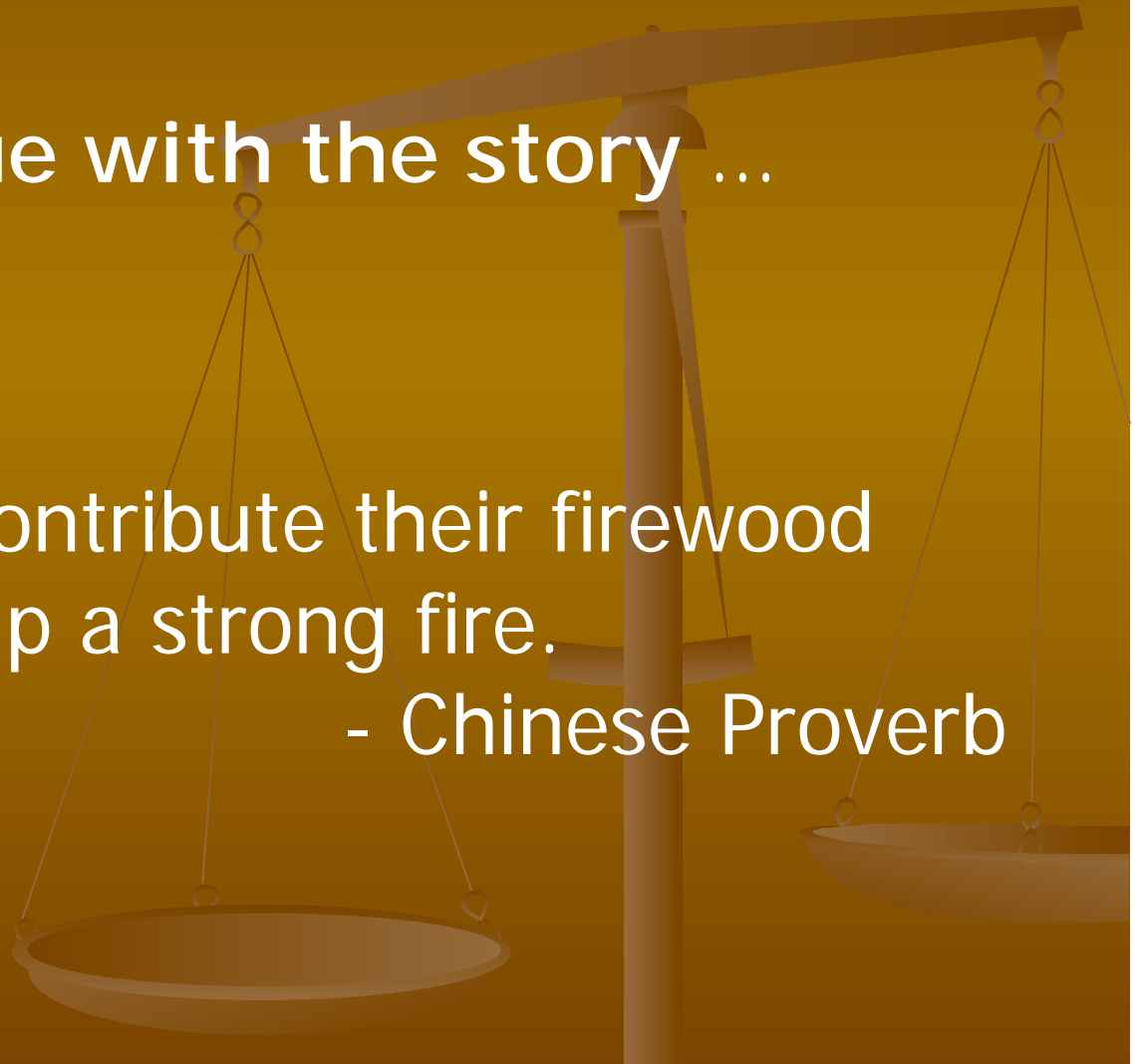


Through the Lens of the Restorative Justice (RJ) Process

- Let us continue with the story ...

Only when all contribute their firewood
can they build up a strong fire.

- Chinese Proverb



Through the Lens of the Restorative Justice (RJ) Process

- Let us engage in problem solving ...

“Walls go up, masks go on, misunderstandings escalate, as hearts harden and close. Unhealed wounds fester, causing bad feelings to eat away at people and destroy relationships. Millennia ago, the Gospel of St. Thomas named this danger: ‘If you fail to bring forth what is within you, what you fail to bring forth will destroy you.’”

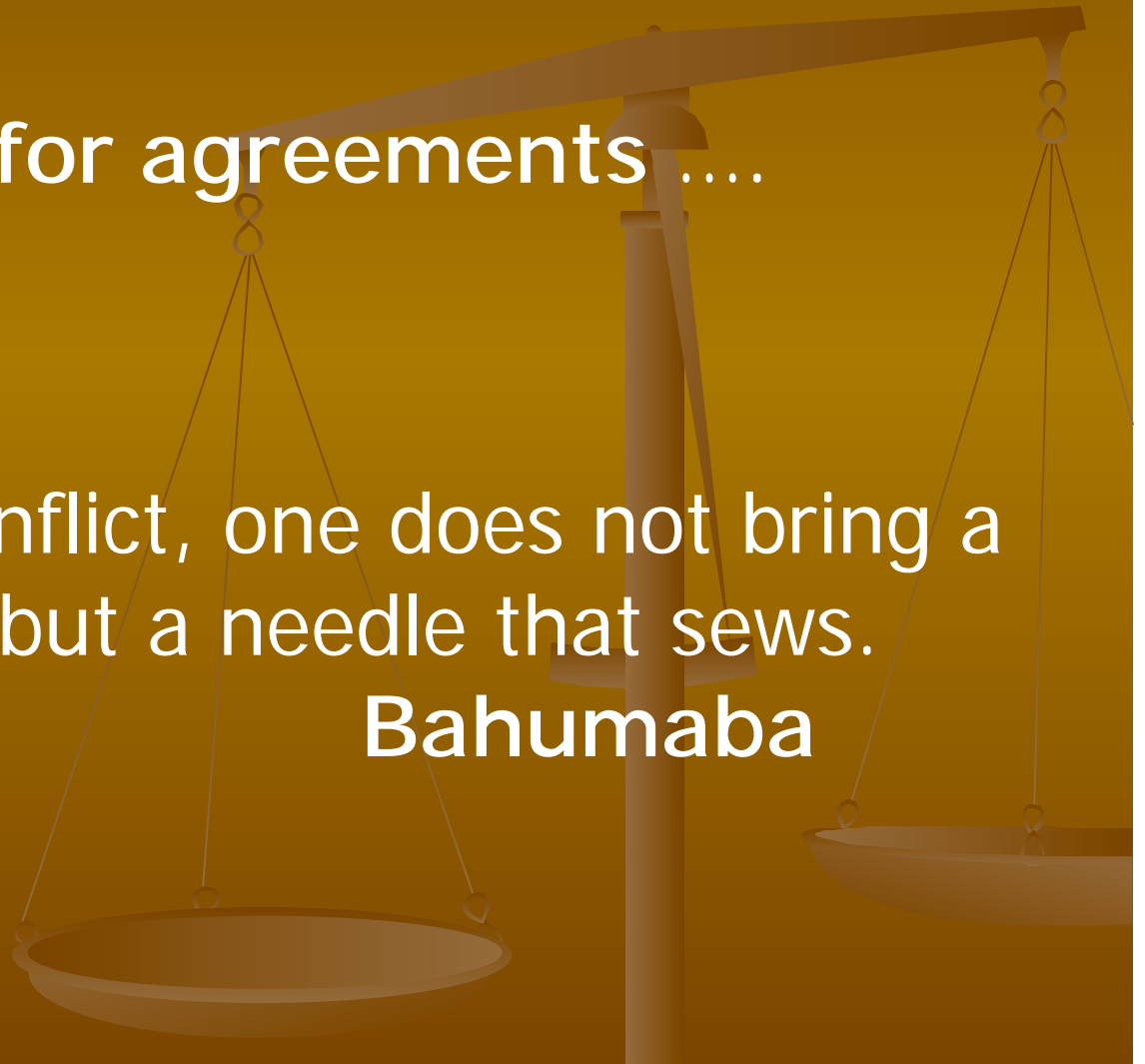
Peacemaking Circles – From Crime to Community
Kay Pranis, Barry Stuart, Mark Wedge Living Justice Press (2003)

Through the Lens of the Restorative Justice (RJ) Process

- Let us search for agreements

To engage in conflict, one does not bring a knife that cuts -but a needle that sews.

Bahumaba



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- The four (4) focus values which are gleamed from the nine (9) Restorative Justice (RJ) values are:
 - Focus on Need
 - Respect,
 - Accountability
 - Inclusiveness and balance

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■ RJ Values:

- Focus on Need
- Respect,
- Accountability

- Inclusiveness and balance

■ Africentric Principles

- Collateral Orientation
- Humanistic Orientation
- Reciprocity, Recrimination & Reward
- Holistic Orientation

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The Carver Model of governance enables the board to focus on the larger issues, to delegate with clarity, to control management's job without meddling, to rigorously evaluate the accomplishments of the organization and to truly lead its organization.

(excerpted - Carver's Policy Governance® Model in Nonprofit Organizations by John Carver and Miriam Carver)

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“The Grass Won’t Grow Any More Quickly
if You Pull at it”

African Proverb

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“Kemetic leadership ... [has] three qualities: Authoritative utterance is in thy mouth, perception is in thy heart, and they tongue is the shrine of justice. African leadership then is based on responsibility, admiration and love. People tend to select their leaders from among those who are admired and appreciated for their wisdom, sense of justice, and beneficial advise”

(Warfield-Coppack 1995 p.38)

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The Afrocentric Organization is based on humanistic principles and comes from a traditional African worldview or perspective. In the African centred organizational perspective, “the affective approach to knowledge is epistemologically valid”. The worldview is polycentric and what is valued is being humanistic and people centred.

Warfield-Coppock, Nsenga Toward a Theory of Afrocentric Organization

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Carver Model ...

Policy Governance separates issues of **organizational purpose (ENDS)** from all other **organizational issues (MEANS)**, placing primary importance on those Ends

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Ends are always about the changes for persons to be made outside the organization, along with their cost or priority.

Ends are about the organization's impact on the world (much like cost-benefit) that justify its existence.

They are result-based statements