



Restoring Our Communities, Restoring Ourselves:

Cultivate Restorative Environments to Achieve Restorative Communities

Janine Harris Degitz M.S.
Elizabeth Speidel, J.D.
Restore CBUS Coalition
IIRP International Conference
October 25, 2018
Detroit, MI



Centering and Connection



We are here to...

- Look at **restorative practices** not only as an external practice, but **as an internal practice and way of being.**
- Bring awareness to **internal practices of self-care and explore our own perceptions and unconscious biases.**
- **Learn self-care skills to incorporate** for yourselves and your communities **into daily routines.**
- **Identify strategies to transform barriers** into opportunities.

Restore Columbus Coalition



Self-Care, Self-Awareness, & Self-Reflection

- Essential for **creating restorative relationships** and environments.
- Necessary to **counter punitive responses**.
- **Foundation** of all the work.
- Help us become **comfortable with discomfort**.
- Enable us to be **vulnerable**.
- What do you see as the internal practices of restorative work?

Inquiry

- How does self-care show up in your life?
- Share a time where being self-aware supported your work or could have supported your work.

“We don’t see things as they are. We see them as we are.”

Anais Nin

Awareness Test

<https://www.youtube.com/watch?v=oSQJP40PcGI>

What is Unconscious Bias?

Unconscious bias: **learned stereotypes**, which encompass both favorable and unfavorable assessments, that are **automatic, unintentional, deeply ingrained, universal**, and able to influence behavior.

Unconscious Bias & Restorative Practices

“The world we created is a product of our thinking. It cannot be changed without changing our thinking.”

Albert Einstein

“Stop trying to be good people. We need real people.”

Verna Myers

How to Address Unconscious Bias

- **Self-care**
- **Self-awareness:**
 - Admit you are human and have biases.
 - Project Implicit: <https://implicit.harvard.edu/implicit/>.
 - <http://kirwaninstitute.osu.edu/implicit-bias-training/> .
- **Understand** that unconscious bias is a natural cognitive function: Stroop Effect Test: <http://www.math.unt.edu/~tam/SelfTests/StroopEffects.html>.
- **Self-reflection:** in a SAFE SPACE, have conversations about biases, including your own.

Inquiry of Self

- How do conversations around unconscious bias/bias show up in your life?



“The price of freedom is eternal mindfulness.”

Laurence Heller and Aline LaPierre





Thank you

