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**

<table>
<thead>
<tr>
<th>Staff VERY Part-time</th>
<th>Faced Many Uncertainties</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CMRJI Staffing:</strong></td>
<td></td>
</tr>
<tr>
<td>• 2005-06 1 Part-time</td>
<td></td>
</tr>
<tr>
<td>• 2006-07 1 Part-time &amp; 1 AmeriCorps Full time</td>
<td>Continual changes in school leadership and school funding levels.</td>
</tr>
<tr>
<td>• 2007-08 2 Part-time &amp; 3 AmeriCorps Full time</td>
<td>Lost AmeriCorps funding when national association folded.</td>
</tr>
<tr>
<td>• 2008-09 6 Part-time &amp; 2 AmeriCorps Part-time</td>
<td>Paid staff so little they should have left for better jobs, but none did!</td>
</tr>
<tr>
<td>• 2009-10 7 Part-time</td>
<td>Funding never guaranteed at any level from year to year.</td>
</tr>
</tbody>
</table>
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.
“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](http://www.youtube.com/watch?v=lqaqrDnhzDw)
## Providing Opportunities to Resolve Conflicts Peacefully

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

This table summarizes the performance of the program from January to June in various years, along with notable events and achievements.
## Five Year Summary of CMRJI Case and Student Participation Data

<table>
<thead>
<tr>
<th>Year</th>
<th>Cases Resolved</th>
<th>Incidents of Participation</th>
<th>Unduplicated Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>6</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>2005-06</td>
<td>157</td>
<td>427</td>
<td>293</td>
</tr>
<tr>
<td>2006-07</td>
<td>252</td>
<td>665</td>
<td>597</td>
</tr>
<tr>
<td>2007-08</td>
<td>355</td>
<td>1529</td>
<td>911</td>
</tr>
<tr>
<td>2008-09</td>
<td>841</td>
<td>2635</td>
<td>1875</td>
</tr>
<tr>
<td>2009-10</td>
<td>613</td>
<td>1561</td>
<td>961</td>
</tr>
</tbody>
</table>
Providing Opportunities to Resolve Conflicts Peacefully

Five Year Student Participation by Gender

- Female: 58%
- Male: 42%
Providing Opportunities to Resolve Conflicts Peacefully

Five Year Data Student Participation by Grade

- Kindergarten: 26%
- 1st grade: 19%
- 2nd grade: 11%
- 3rd grade: 6%
- 4th grade: 4%
- 5th grade: 4%
- 6th grade: 7%
- 7th grade: 1%
- 8th grade: 1%
- 9th grade: 1%
- 10th grade: 1%
- 11th grade: 1%
- 12th grade: 1%
Providing Opportunities to Resolve Conflicts Peacefully

Five Year Student Participation by Ethnicity

- African Amer.: 57%
- Caucasian: 28%
- Hispanic: 13%
- Native Amer.: 1%
- Asian: 1%
Students Embrace the Opportunity

Long Term Student Survey Data

- Was RJ used to resolve conflict? 95% Yes, 5% No
- Did you learn new skills? 92% Yes, 8% No
- Have you used new skills? 89% Yes, 11% No
Providing Opportunities to Resolve Conflicts Peacefully

Five Year Adult Participation

- Parent Participants
- Adult Supporters
- Unduplicated Staff

Years:
- 2005
- 2005-06
- 2006-07
- 2007-08
- 2008-09
- 2009-10

Data:
- 2005:
  - Parent Participants: 10
  - Adult Supporters: 1
  - Unduplicated Staff: 3
- 2005-06:
  - Parent Participants: 135
  - Adult Supporters: 80
  - Unduplicated Staff: 48
- 2006-07:
  - Parent Participants: 109
  - Adult Supporters: 46
  - Unduplicated Staff: 33
- 2007-08:
  - Parent Participants: 106
  - Adult Supporters: 46
  - Unduplicated Staff: 67
- 2008-09:
  - Parent Participants: 143
  - Adult Supporters: 72
  - Unduplicated Staff: 20
- 2009-10:
  - Parent Participants: 120
  - Adult Supporters: 29
  - Unduplicated Staff: 37
Parents Appreciate the Opportunity

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

- agree: 89%
- no answer: 3%
- not sure: 8%
- disagree: 0%
- strongly agree: 0%
- strongly disagree: 0%

My Child Learned New Ways of Resolving Disputes

- agree: 78%
- no answer: 11%
- not sure: 11%
- disagree: 0%
- strongly agree: 0%
- strongly disagree: 0%
Parents Appreciate the Opportunity

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

- Strongly agree: 25%
- Agree: 64%
- Disagree: 0%
- Strongly disagree: 0%
- No answer/ not sure: 11%

I Have Learned Something New About Resolving Disputes

- Agree: 56%
- Disagree: 33%
- Strongly agree: 3%
- No answer/ not sure: 8%
Fostering a Sense of Connectedness

Restorative Justice Arts Initiative

It's a place where you join and can talk about problems. It makes me happy because you can learn from your mistakes.

On a sunny day when the mountain opened, there was a river.

When it evaporated, it rained peace instead of rain.
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.

On a sunny day when the mountain opened, there was a river.

When it evaporated, it rained peace instead of rain.
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.