

□ Social Justice Dialogues in  
College Residence Halls:  
Building Relationships and  
Addressing Impact

# Welcome

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# Opening Circle

Please share the following:

- ❑ Name, pronouns (if you choose), institution/organization
- ❑ Name a superhero power you would WANT?
- ❑ What was your favorite childhood candy or snack?

*Identify a challenging moment  
or situation between you and  
another person, rooted in  
social identity.*



**UVM  
RES  
LIFE**



# Circle

- ▣ What happened (quick synopsis)?
- ▣ What did you think when you realized what happened?
- ▣ What impact did the incident have on you and others?
- ▣ What do you think needs/needed to happen to make things right?



# The Circle

- ▣ What did it feel like to share your stories in your circle?
- ▣ What felt uneasy or challenging about sharing your stories in your circle?

# *Restorative Practices in Residence Halls*

Restorative Practices, is a **community development approach** that focuses on **building relationships** through on-going and sustained **interactions** primarily using circles.

# Restorative Practices Core Concepts



Social  
Discipline  
Window

How We Lead



Fair  
Process

How We  
Engage



Shame &  
Affect

How We  
Understand &  
Manage  
Emotions



RP  
Continuum

How We  
Build  
Relationships



# The RP Continuum

*Is How We Build and Maintain Community*

**Affective  
statements  
and questions**

**Small  
impromptu  
circle**

**Group  
circle**

**Formal  
conference**



**Informal**



**Formal**

# Our approach and use of RP

- ▣ Proactive Community Building
  - Continuously used throughout the year with staff/groups
  - Provides our community the opportunity to interact and dialogue in positive ways
  - Helps ensure that folks feel seen and heard
  - Supports relationship building among staff/groups
  
- ▣ Responsive Community Restoration
  - Allows members of a community to confront general on-going disruptive and impactful behavior related to identity
  - Provides a community the opportunity to address and understand how they have been impacted by behavior(s) in order to support healing, restore relationships, and if possible repair harm

RP gives “voice” in times of celebration, anger, pain, joy, crisis, comfort

# What RP Can Offer in Social Justice Dialogue?

- ❑ Centers on the self rather than the other
- ❑ Set up to support sharing and listening
- ❑ Gives voice and agency to individuals/communities impacted
- ❑ Focuses on feelings and impact rather facts and figures by allowing folks to acknowledge their own affect/emotions (Non-dominant approach of engaging)
- ❑ Mutual, not equal, responsibility in naming and addressing harm
- ❑ Accountability also includes the responsibility of repairing harm and relationships
- ❑ It can bring those impacted and those who caused harm together (within reason)

# RP Throughout Relationships

- ▣ supervisory relationships
- ▣ RA staff
- ▣ residents



# Closing Circle

Please share on the following:

- ▣ How do you think RP can be useful in social justice dialogues?
- ▣ **What are you thinking about?**
- ▣ **What did you realize?**
- ▣ **What were you surprised by?**



*Any final questions or thoughts?*

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