

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

Welcome

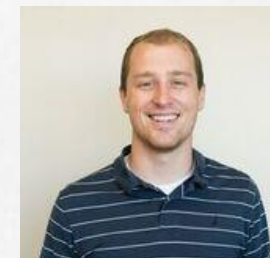
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Opening Circle

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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