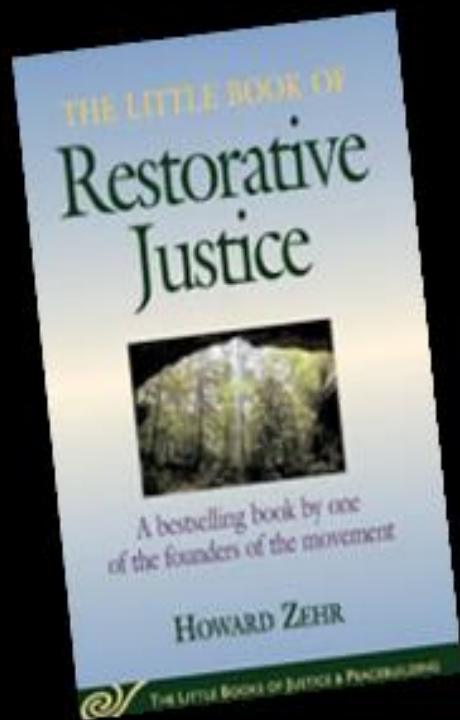


Why Restorative Justice Matters

What is it? And why should I care?

My story

Childhood, Adulthood



Howard Zehr at
Eastern Mennonite University



FEELING WORDS



Open	Happy	Alive	Good	Love
<ul style="list-style-type: none">• Kind• Confident• Reliable• Easy• Amazed• Free• Sympathetic• Interested• Satisfied	<ul style="list-style-type: none">• Great• Gay• Joyous• Lucky• Fortunate• Delighted• Overjoyed• Gleeful• Thankful	<ul style="list-style-type: none">• Playful• Courageous• Energetic• Liberated• Optimistic• Provocative• Impulsive• Free• Frisky	<ul style="list-style-type: none">• Calm• Peaceful• At Ease• Comfortable• Pleased• Encouraged• Clever• Surprised• Content	<ul style="list-style-type: none">• Loving• Sensitive• Tender• Devoted• Attracted• Passionate• Admiration• Warm• Touched
Angry	Depressed	Confused	Helpless	Afraid
<ul style="list-style-type: none">• Irritated• Enraged• Hostile• Insulting• Sore• Annoyed• Upset• Hateful• Unpleasant	<ul style="list-style-type: none">• Lousy• Disappointed• Discouraged• Ashamed• Powerless• Diminished• Guilty• Dissatisfied• Miserable	<ul style="list-style-type: none">• Upset• Doubtful• Uncertain• Indecisive• Perplexed• Embarrassed• Hesitant• Shy• Atupefied	<ul style="list-style-type: none">• Incapable• Alone• Paralyzed• Fatigued• Useless• Inferior• Vulnerable• Empty• Forced	<ul style="list-style-type: none">• Fearful• Terrified• Suspicious• Anxious• Alarmed• Panic• Nervous• Scared• Worried

Behavior is communication

What we see: Behavior

What we don't see:
What's under the surface

SOCIAL SKILLS

BASIC NEEDS

PHYSICAL SAFETY

NEED TO BELONG

SECURITY

EXECUTIVE FUNCTIONING

HUNGER

THOUGHTS

ATTACHMENT

ENVIRONMENTAL
STRESSORS

SLEEP

NEED FOR CONNECTION

POWER

ATTENTION

SENSORY NEEDS

EMOTIONS

SELF-ESTEEM

DEVELOPMENTAL LEVEL

SADNESS

ANGER

NEED FOR ATTENTION

FEAR

What's behind the behavior?

high

Expectation (for being human)

<p>TO</p> <p>People as objects to be managed</p> <p><i>conditional acceptance</i></p> <p>*power over</p>	<p>WITH</p> <p>People as subjects to be honored</p> <p><i>unconditional acceptance</i></p> <p>*power with</p>
<p>NOT</p> <p>People as objects to be ignored</p> <p><i>neglect & rejection</i></p> <p>*power over</p>	<p>FOR</p> <p>People as objects of need</p> <p><i>conditional acceptance</i></p> <p>*power over</p>

low

Support (for being human)

high



Relationship Window



Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed.** The systemic barrier has been removed.

APPROACHING DISCIPLINE WITH A RESTORATIVE MINDSET

Punitive Discipline



Restorative Discipline

Fear

Teachers command respect through warnings and threats.



Respect

Teachers gain respect by modeling it for their students.

Rules

Teachers enforce rules to keep students quiet and working.



Engagement

Classes are engaging so students want to work. Conversations is allowed.

Control

Teachers tell students when they're doing something wrong.



Support

Students reflect on their behavior and consider changes they can make.

Public

Teachers use loud, strict voices to call out students who are misbehaving.



Private

Teachers speak privately to students who need reminders in order to behave.

Anger

Teachers seem angry and blame students when they misbehave.



Understanding

Teachers use a gentle tone and show understanding when students misbehave.

Punishment

Good behavior is based on fear of punishment.



Reflection

Good behavior is based on an internal desire to do well.

CRIMINAL JUSTICE	RESTORATIVE JUSTICE
<ul style="list-style-type: none">● Crime is an act against the law and the state.	<ul style="list-style-type: none">● Crime is an act against people and obligations.
<ul style="list-style-type: none">● Criminal acts create guilt.	<ul style="list-style-type: none">● Criminal acts create obligations.
<ul style="list-style-type: none">● Justice requires the state to determine blame (guilt) and impose pain (punishment).	<ul style="list-style-type: none">● Justice involves victims, perpetrators, and community members in an effort to put things right.
<ul style="list-style-type: none">● Central focus: perpetrators getting what they deserve	<ul style="list-style-type: none">● Central focus: victim needs and perpetrator's responsibility for repairing harm

Goals of Restorative Justice

RJ programs aim to:

- Put key decisions into hands of those most affected by the harm;
- Make justice more healing and transformative; and
- Reduce likelihood of future offenses.

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