

GRAND VALLEY STATE UNIVERSITY

WHAT CAN BE DONE TO MAKE IT RIGHT?

Using Restorative Justice as a
Supportive Option in Conflict Resolution.



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Objectives



- **LEARN MORE ABOUT RESTORATIVE JUSTICE**
- **LEARN HOW TO APPLY IT TO THE WORK PLACE**
- **GAIN INSIGHTS ON DEVELOPING AN INTERNAL RESTORATIVE JUSTICE PROGRAM**

WHAT IS RESTORATIVE JUSTICE?

CHECKING IN:

- Do you have any experience with restorative justice?
- Does your organization offer supportive options in the conflict resolution process?
- How do you define restorative justice?



WHAT IS RESTORATIVE JUSTICE?

DEFINITION

This ancient and sacred process has been used by North American Indigenous cultures to address harm within their community for millenia. Restorative circles provide a safe space for the parties to collectively identify and address harms, needs, and obligations and work toward healing and reconciliation. In our application the goal is to preserve the well-being of all parties. Restorative justice holds firmly the values and principles of dignity, humanity, compassion, and healing.

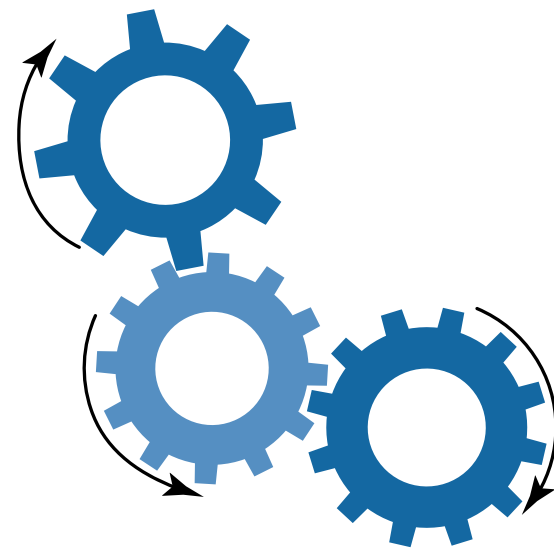


HOW DO WE USE RESTORATIVE JUSTICE?

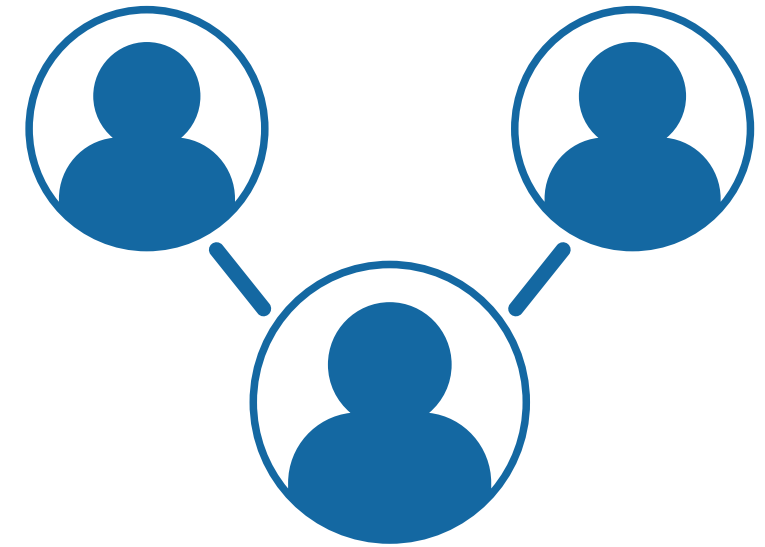
WHAT'S THE MAGIC?



Training



Process



Referrals

SCRIPT

- What happened?
- How did it impact you?
- What can be done to make it right?
- Upon reflection, what can role can I own in the conflict?



CASE EXAMPLES

STAFF TO STAFF

Social media post about political climate.

SUPERVISOR TO SUPERVISEE

Expectations about a project assignment.

FACULTY TO FACULTY

Faculty from two different departments resolving unspoken tension.



QUESTIONS?

LET'S TRY IT!

EXERCISE

THINK OF A CONFLICT YOU
HAVE HAD RECENTLY.



SCRIPT

- What happened?
- How did it impact you?
- What can be done to make it right?
- Upon reflection, what role can I own in the conflict?

CHECK-IN

- How is this different than approaches you're currently using?
- How might this change how you deal with conflict at your organization?

INSPIRATIONAL WORDS

People will forget what
you said, people will
forget what you did, but
people will never forget
how you made them
feel.”

Maya Angelou

WHAT'S NEXT?

- PROOF OF CONCEPT
- FORMALIZED OPTION
- HOUSED IN HR OR OMBUDS?



QUESTIONS?

THANK YOU
FOR BEING HERE TODAY!

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