



IMPLEMENTING A RESTORATIVE- BASED APPROACH TO CONFLICT PREVENTION AND RESOLUTION

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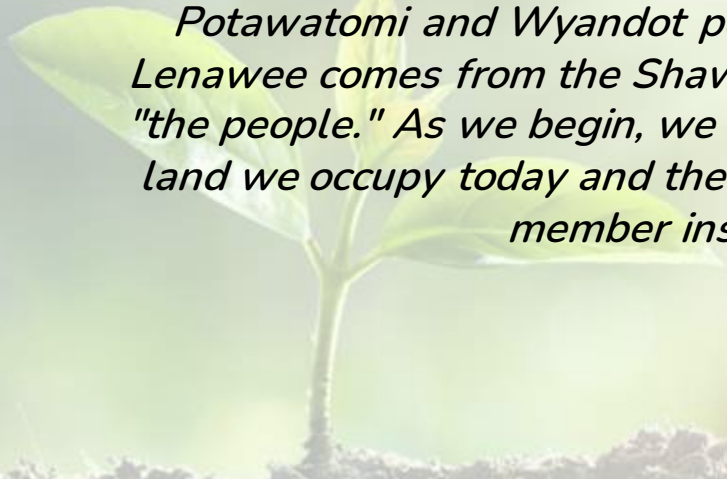
Deb Sanders, Grand Valley State University



00:01:00

Land Acknowledgment

We invite you to pause and consider the land we are gathered on today, ancestral land of the Chippewa, Ottawa, Potawatomi and Wyandot people. The county name of Lenawee comes from the Shawnee word meaning "men" or "the people." As we begin, we acknowledge the Indigenous land we occupy today and the lands occupied by all of our member institutions.





HELLO!

Session Outline

Meet the Facilitators

Meet the Participants

Introduction to Restorative Practices

Discussion & Practice

GVSU Implementation

GETTING TO KNOW EACH OTHER

Please share

- Name, Institution, Role
- Familiarity with Restorative Practices



Professional Reflections



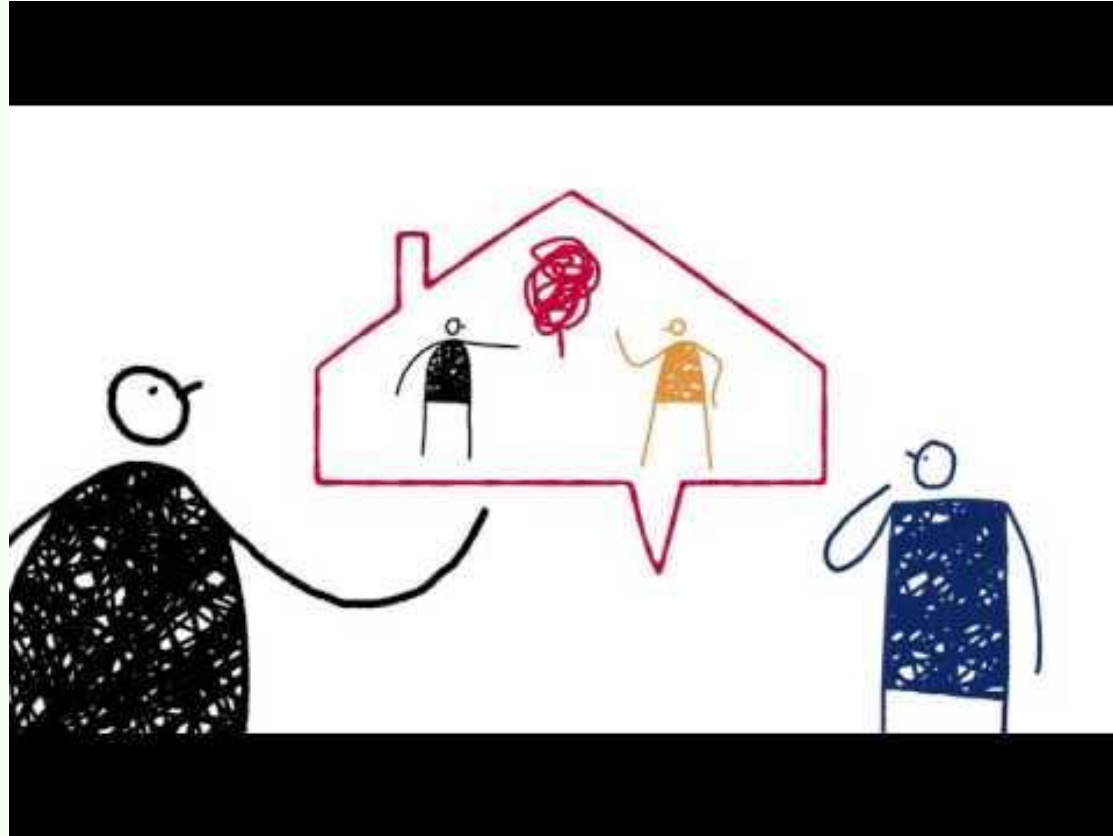
SETTING A BASELINE

Participate at

pollev.com/kristenevans468



AN INTRODUCTION TO RESTORATIVE PRACTICES

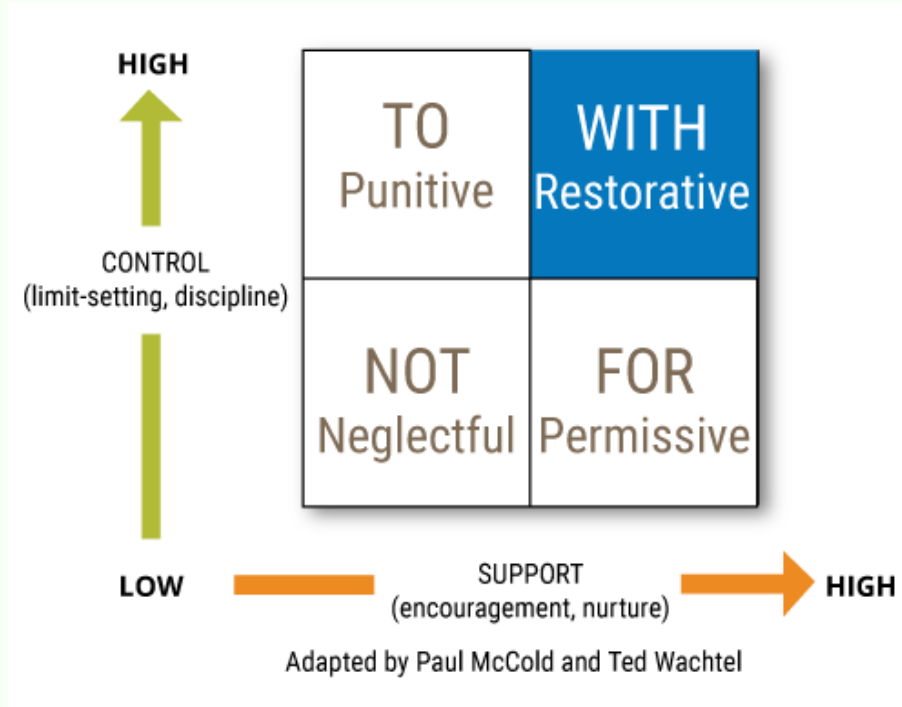


AN INTRODUCTION TO RESTORATIVE PRACTICES

- Indigenous roots
- Restorative Practices vs. Restorative Justice
- Contexts
 - K-12 education
 - Criminal justice system
 - Higher education student conduct
 - Human Resources



RESTORATIVE PRACTICE BASIC: Social Discipline Window



RESTORATIVE PRACTICE BASIC: Affective Statements

“Affective Statements are a way to communicate to another person how they have affected you by their behavior, either positively or negatively. They can be offered when you see someone doing something that makes you uncomfortable or impacts you in some other way. They offer an alternative to comments that are implicitly judgmental and can lead to confrontation, argument, and further conflict.”

- 1. Observation** (vs. evaluation): free of judgement, labels, opinions.... It makes it clear the person is being seen and recognized. **“I see...” “I notice...” “I hear...”**
- 2. Feelings** (vs. thoughts): empathic response to others, honestly express your feelings **“I am worried because... I feel frustrated... I get excited... I feel disappointed...”**
- 3. Needs** (vs. rules or directions): What values determine your needs? **“I value cooperation...” “I need your help...” “I need a safe workplace...” “I value fairness...”**
- 4. Plans/Requests** (vs. demands): **“In the future...” “Would you be willing to...?”**(State what you want, not what you don’t want.)

RESTORATIVE PRACTICE BASIC: Restorative Questions

For the Harmed/Impacted Party

- *What did you think when you realized what had happened?*
- *What impact has this had on you and others?*
- *What has been the hardest thing for you?*
- *What do you think needs to happen to make things right?*

For the Responsible Party

- *What happened?*
- *What were you thinking at the time?*
- *What have you thought about since?*
- *Who has been affected and in what way?*
- *What do you think you need to do to make things right?*

IMPLEMENTATION

GVSU Progress

Conflict Survey Findings

Recommendations



AN INVITATION





QUESTIONS?