


Destructive to Productive

Creating a Restorative Justice culture

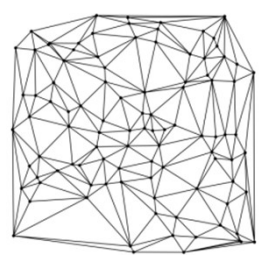
The Need to Teach Behavior.



- If a kid struggles w/ math
 - We teach them.
- If a kid struggles w/ reading
 - We teach them.
- If a kid struggles behaving
 - We punish them.
- We can no longer assume appropriate behavior is taught in the home.

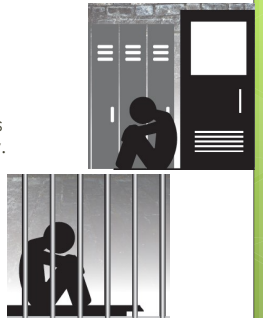
Why is RJ important?

- We are all interconnected.




Why "Restorative Justice"?

- The punishment model requires escalating intervention.
 - Before: these scared kids straight because measures were supported by society.
 - Now: Without community support, creating pipeline to prison.
- RJ creates more levels of intervention.



Why punishment isn't working

- The family culture has shifted over last 40 years.
- Teachers used to support family's contributions.
 - Cohesion between home & school
- Now, teachers are driving all learning.
 - Lucky if family supports.
 - Amount of family support creates disparity.



What's being restored?

The Victim

- RJ will never work if it just lets the perpetrator off the hook.
- Punishment demands a pound of flesh.
 - But, that does nothing to restore the victim.
- The primary objective of RJ is to help victim heal.



What's being restored?

The Harmer

- Admits guilt.
 - Subject to penalty.
- Makes amends w/ victim.
 - Faces harm done.
- Improves community by 3-4 times damage.
 - Replacement to punishment.



Why it works.

- Improves interpersonal relationships.
 - Victim heals more using forgiveness over punishment.
 - Connection through mediation will deter further harm.
- Harmer avoids punishment.
 - Adds self-esteem, self-value, & place/purpose in community.



What's being restored?

The Community

- Why this sooooo important yet overlooked.
 - Deviant behavior is often a result of lack of **connectedness**.
 - More likely to harm things we don't care about.
- Restoring adds personal value to surroundings.
 - Creates buy-in.



Community Consequences

- Fill a need.
 - Maintenance projects.
 - Volunteer programs.
 - Community partnerships.
- Harmer should have some choice.
 - Clear path to success.



Creating a Contract.

- Punishment is explicit.
- Restoring relationship and environment needs to be done ASAP.
- Restoring community needs to happen on a deadline.



Any questions ???

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