

Basic Framework for Our Use of Restorative & Transformative Justice (RJ/TJ)

In our practice of Restorative and Transformative Justice we strive to:

Foster a Strong Organizational Culture and Community

- ✦ RJ/TJ is not something we use just when a harm or conflict occurs - rather it is a proactive approach to building up our community so that we have the capacity to both prevent and address harms or conflict when they come up. For example, following the 80/20 rule, where roughly 80% of the RJ/TJ practices we utilize are towards relationship and community building, with 20% being responsive to harms of conflicts.

Address Harms Through Restorative AND Transformative Practices

- ✦ Many of our members use the term Transformative Justice because they are seeking to dramatically change conditions through their practices, rather than restoring them back to some previous state. Some members use the term Restorative Justice, and are also working to create transformation through their practices. As a coalition we embrace both terms, and a variety of approaches and practices.

Balance Fidelity and Flexibility

- ✦ No one owns RJ/TJ and we do not support efforts to artificially gatekeep who is seen as a practitioner, especially by those who are not connected to the Black and Indigenous roots of RJ/TJ. This must be balanced with a need to ensure that harmful practices are not being used and called Restorative or Transformative Justice. We recognize this is not an either/or and we will have to assess the balance between the two continuously as we work together.

Dismantle Racism, Colonialism and Other Forms of Oppression

- ✦ Restorative Justice must be culturally competent and grounded in the communities that are practicing it. RJ must actively take on racial justice decolonization as core principles. RJ Practitioners, regardless of their own backgrounds, must be able to competently do that. For example, using land acknowledgements to honor the land of the indigenous people we are on where we are meeting.

Fundamentally Challenge Power Structures

- ✦ At its core, RJ/TJ should be about equalizing power within relationships, meaning that all the participants determine the results of the process. We embrace this shared power, even when it may be uncomfortable, challenging, or goes in an unexpected direction.

Basic Framework for Our Use of Restorative & Transformative Justice (RJ/TJ)

Experiment, Learn, and Share Our Lessons

- ✦ Practicing RJ/TJ in the context of an oppressive system requires us to be creative and adaptable. We must be open to trying new things, understanding there will be flaws in the process, finding multiple ways to measure success, and then share the results of our attempts.

How we use this framework:

This framework can operate as an assessment for us as we try to determine if a particular practice or practitioner is in-line with our approach to RJ/TJ. This would look like using the following questions to evaluate the practice or practitioner:

- Does this help us foster a strong organizational culture and community?
- Is this practice or practitioner identified with Restorative or Transformative Practices? Is it/are they compatible with other type of RJ/TJ practices?
- Is the process aligned with our RJ/TJ framework while also taking into account different approaches and models?
- Does this intentionally dismantle racism, colonialism and other forms of oppression? Is the practitioner culturally competent, regardless of their background?
- Does this fundamentally challenge power structures? Is the practitioner comfortable and able to engage in shared power with all participants?
- Can we set this up as a learning opportunity, and how/with whom will we share our lessons learned? Does this allow for multiple measures of success, and what are they?