THE HOME FOR LITTLE WANDERERS

BETTER, BRIGHTER FUTURES FOR KIDS

Restorative Practice and Circle

in Residential and Community-Based Settings

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Introductions

Please use the chat to let us know:

1. Where are you joining us from?
2. What are you hoping to learn today?

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Learning Goals

1. Describe the roots and elements of Circle practice
2. Recognize the different types of Power and their role in shifting away from punitive responses to harm.
3. Understand the importance of building community before entering into difficult conversations.

Workforce Learning and Development (WLD) Vision Statement

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To create an inclusive environment where everyone's identities, experiences, unique knowledge and perspectives are valued. Our hope is that learners leave trainings with increased confidence about who they are in the work and have further developed their voice and skills to support youth, families and each other.

Community Agreements

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I will:

1. Remain respectful, non-judgmental, and have an open mind
2. Explore my own biases and identify assumptions
3. Be a mindful listener, be present, and listen to understand
4. Ask questions and stay curious
5. Pay attention to and use the pronouns shared by others
6. “Speak from I”, my own experience/perspective
7. Consider the intent vs. impact of my words on others and others on me, and assume best intentions
8. Go easy on myself, it’s okay to make mistakes and become okay with discomfort
9. Take space / Make space
10. Honor confidentiality (take the lessons learned but leave the details)

Introducing Circle Practice

Please use the chat to let us know, what is your exposure to Circle practice?

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Origins Of Circle Practice

- **Deeply rooted in the traditional practices of indigenous people**
- **Recognizing and honoring this gift includes *Land Acknowledgment***
- **Talking Circles, Peacemaking Circles, Healing Circles**
- **Restorative & Transformative Circle Practice**

Elements of Circle

- Guardian/Circle Keeper
- ***Talking Piece***
- **Centerpiece**
- ***Agreements***
- ***Values***
- Welcome/Opening
- Check-In
- Discussion
- Check-out

Circle Practice includes:

Intentionally speaking

Attentively listening

Storytelling

Collective responsibility

Nurturing connections

Gratitude and Appreciation for Circles

Power Literacy

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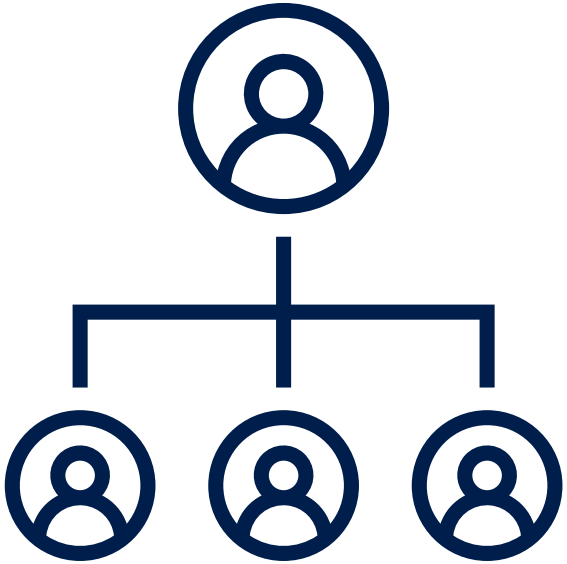
Power Literacy

Power Over

- linked to domination and force
- enables one individual or a group to make the decisions that affect others, and to enforce control



*From Vanessa Jackson's *Power: a User's Manual*

Power With

- manifested in influence
- the ability to suggest and be listened to, to begin something and have others join in that action
- the source of this power is the willingness of others to listen to our ideas and our openness to their contributions

*From Vanessa Jackson's *Power: a User's Manual*

Power Literacy

Power-from-within

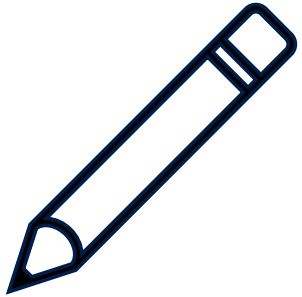
- personal power that celebrates our mastery of tasks and unfolding of abilities
- the ability to make choices and take actions that positively affect our lives and the lives of others
- does not need to be manifested in actions (can be attitudes and guiding beliefs)

*From Vanessa Jackson's *Power: a User's Manual*

Power Literacy in Practice

Take a minute to write down examples of the different types of Power at your program

- **Power Over:** moments where adults are exercising power over youth. Can be toxic or healthy (to ensure safety).
- **Power-with:** Opportunities for youth leadership, collaboration, and team-building in daily activities
- **Power-from-within:** Opportunities for individual skill-building, experiences of success, youth having a sense of agency



Restorative, Transformative Practice and Accountability

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Types of Justice

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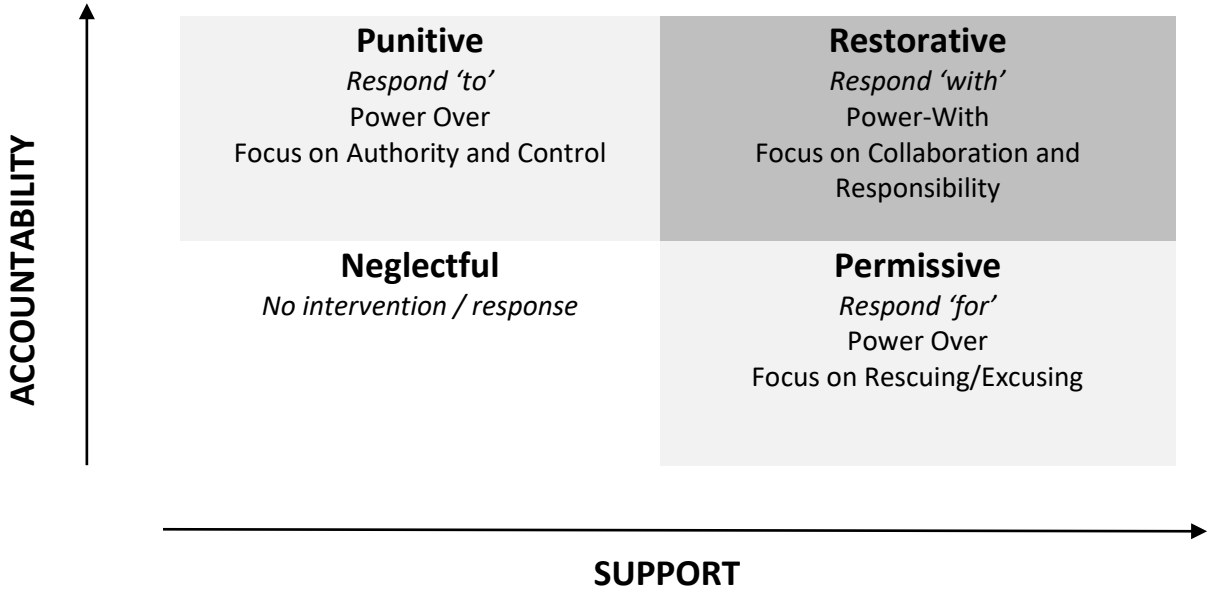
Punitive: What rule or law was broken? How should we punish the person who broke it?

Restorative: Who was harmed and what do they need? How can the person who did the harm make things as right as possible?

Transformative: What are the conditions that allowed the harm to happen, and how do we change these conditions so that the harm is impossible in the future?

Restorative Responses to Harm



Transformative Response:

What are the conditions that allowed the harm to happen?

Conflict Transformation and Circle Practice

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I believe in transformative justice; that rather than punishing people for surface-level behavior, or restoring conditions to where they were before the harm happened, we need to find the roots of the harm, together, and make the harm impossible in the future…

I believe that with time it must become an incredible pleasure to be able to be honest, expect to be whole, and to know that we are in a community that will hold us accountable and change with us.

- aidrienne maree brown

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