



Restorative Justice: An Anthology

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Presented by:

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+ Agenda:



1. Principles of Restorative Justice
2. RJ at the University of San Diego (our 1st year)
3. Case Studies and Small Group Practice
4. Best Practices Research: Key Findings
5. Discussion & Questions: Where is your institution with RJ?



Principles of Restorative Justice



RJ is “a collaborative decision-making process that includes victims, offenders, and others seeking to hold offenders accountable by having them (1) accept and acknowledge responsibility for their offenses, (2) to the best of their ability repair the harm they caused to victims and communities, and (3) work to reduce the risk of re-offense by building positive social ties to the community.”

– David Karp

+ Types of Questions asked

Traditional Conduct Process

- What policy was violated?
- Was the student found responsible?
- Who is the alleged offender
- What sanction should be applied?

Restorative Justice

- What happened?
- What harm has been caused?
- What obligations do we have to address the harm?
- Who has been affected and what are their needs?

“It really helped me gain closure on the incident and gave me a chance to meet the parties involved and see their perspective of what happened”

“It was an amazing experience and opportunity for me to reflect on my actions. I am really grateful that I was given the chance to apologize and speak with the affected parties!”

“I find it very satisfying to wind up with something positive to do that will also help me grow as a person.”



Comparison: RJ and Traditional Conduct



Restorative Justice Conference	Traditional Conduct Hearing
Similar to Mediation	Similar to court case
People-centered	Procedure-centered
Identifies harm	Identifies code violation
Invites participation (Part of decision making, no caucus)	Limits participation (Deliberation and role limitations)
Balanced Focus (offender, victim, community)	Offender Focused
Engages Students (trust-building actions)	Limits students (Restrictions on behavior)

+ Similar Goals



Student Development:

Leadership



Restorative Justice:

Active Accountability

Ethical Development



Repairing harm

Interpersonal Competence



Interdependence

Cognitive Complexity



Reflective thinking

Communicating Effectively



Building Community

Council for the Advancement of Standards in Higher Education

www.cas.edu



Restorative Justice at USD

Getting Started



1. Viewing restorative justice as a lens not merely a process

- Building coalition of stakeholders
- Needs Inventory

2. Pilot Program Established

- Creating a restorative justice vision
- Developing a menu of strategies
- Assessment

3. Empowering broad-based action

- Targeted trainings
- Marketing and recruiting facilitators and participants
- Celebrating our short term wins

Defrosting the status quo and building motivation to change

+ Restorative Justice at USD

Future Directions

- Push for systemic change
 - Address resources, structures, and policies
 - Succession and future leadership?
 - Refine and create new practices
 - Continue assessment and marketing efforts
- Ground change in the culture
 - Leverage our Catholic Identity and Teachings
 - *“the way we do things around here”*





Key Learning Considerations



- Where will the program be housed?
 - Resources and staff to support coordination

- What type of restorative justice processes will we use?
 - Group conferencing
 - Peace Circles / Group Dialogue
 - Victim Offender Mediation
 - Restorative Boards
 - Conflict Mediation, Facilitation, and Coaching

- Where can you foster supportive relationship?

- Can you start with a pilot program and move towards more institutionalization?

+ Key Findings

Restorative Justice at Universities

■ Financial Sustainability Ideas

*Develop non-profit through community partners
(Fresno Pacific University)

*Create a business out of mediation services provided
to community (Fresno Pacific University)

*Partner with local courts and charge students for RJ
services as diversion through courts (University of Colorado)

*Absorb RJ into role of conduct officers, Residential
Life staff, and others (JMU, Liberty University, University of Michigan)

*Add RJ to tuition fees (Colorado State University)

“Start small, think simple! How can I infuse RJ principles into
what is already happening? And look for campus partners.”

Rick Shafer, Associate director of student Life at Michigan state University

+ Key Findings

Restorative Justice at Universities

■ Institutionalizing

- *Consistent Training! Bring in outside experts.
- *Connecting mission of university to RJ principles
- *Emphasis on good leadership and policy changes
- *Develop Committee of Main Stakeholders: Residential Life, Student Affairs-Dean of Students, Conduct-Director, Greek Life, Athletics, faculty, students, parent councils and more!

“Look for paths of least resistance!

The positive impact of working restoratively will bring more support as time progresses”



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*Please see handouts and resources on your
conference thumb drives*