

Restorative Justice: New Horizons Built on Strong Education

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2016 NASPA
WESTERN REGIONAL CONFERENCE
NOVEMBER 9 - 12
Seattle



NASPA

Student Affairs Administrators
in Higher Education



Restorative Justice: New Horizons Built on Strong Education



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Agenda

- Principles and History of Restorative Justice
- Restorative Justice at USD - *a case study*
- Dialogue Circle
- Large group discussion and questions

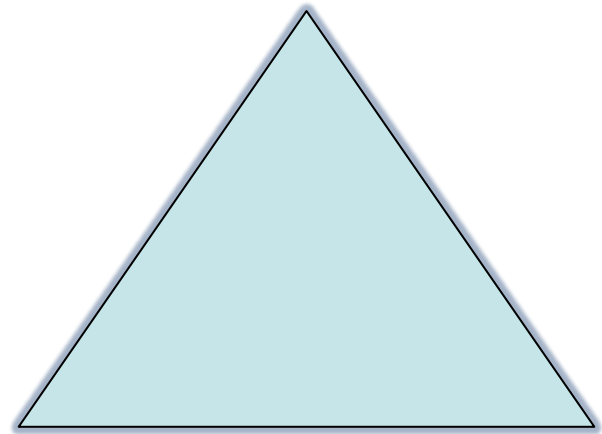
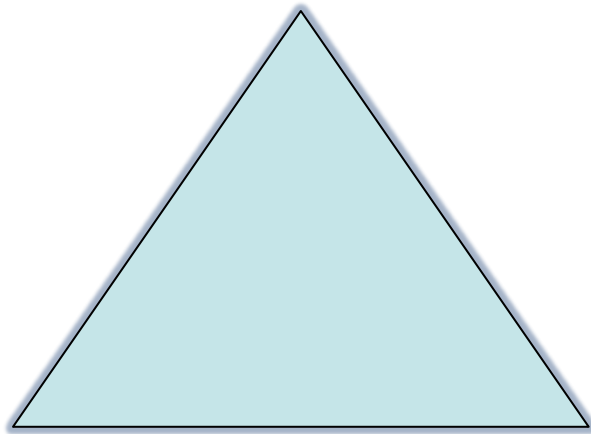
History of Restorative Justice in Higher Ed

1. Emerged from restorative justice practices being used in government and community justice
2. First began with student conduct offices-moral student codes
3. Conferencing, circles, and repairing harm
4. Emerging as not just restorative justice, but restorative practices and restorative lens

Principles of Restorative Justice

Offender

Repairing Harm



Victim

Community

Earning
Trust

Community
Building

Definition

Restorative Justice is “collaborative decision-making process that includes victims, offenders, and others seeking to hold offenders accountable by having them (1) accept and acknowledge responsibility for the 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?

Similar Goals

Student Development:

Leadership —————→ Active Accountability
Ethical Development —————→ Repairing harm
Interpersonal Competence —————→ Interdependence
Cognitive Complexity —————→ Reflective thinking
Communicating Effectively —————→ Building Community

Restorative Justice:

Council for the Advancement of Standards in Higher Education

www.cas.edu



Who is USD?

- **Mission**

The University of San Diego is a Roman Catholic institution committed to advancing academic excellence, expanding liberal and professional knowledge, creating a diverse and inclusive community and preparing leaders who are dedicated to ethical conduct and compassionate service.

- **Values**

Academic Excellence, Knowledge, Community, Ethical Conduct and Compassionate Service



Who is USD?

Changemaker Designation

The Ashoka U designation of USD as a Changemaker Campus — recognizing the university's commitment to finding sustainable solutions to the world's most pressing problems — is in its sixth year. As Changemakers, our students, faculty and staff are creating positive social impact locally and abroad through novel multidisciplinary approaches that develop empathy, critical thinking, and problem solving skills.



Changemaker Designation Continued

At USD, we believe that everyone can practice Changemaking. We encourage our community to commit themselves be in the service of addressing social issues that matter to you and exploring new ideas that will have a positive social impact. “To be in the service of” means that we approach our Changemaking pursuits with humility and that we understand that our efforts are linked to those who have pursued social justice in the past and those who will follow our own efforts.



Student Conduct Program and Residential Life

Student Conduct

- All hearing board members receive training in RJ
- Hearings include questions about impact, harm and restoration
- Restorative conference can be included as an outcome
- The RJ lens is included in all student conduct processes

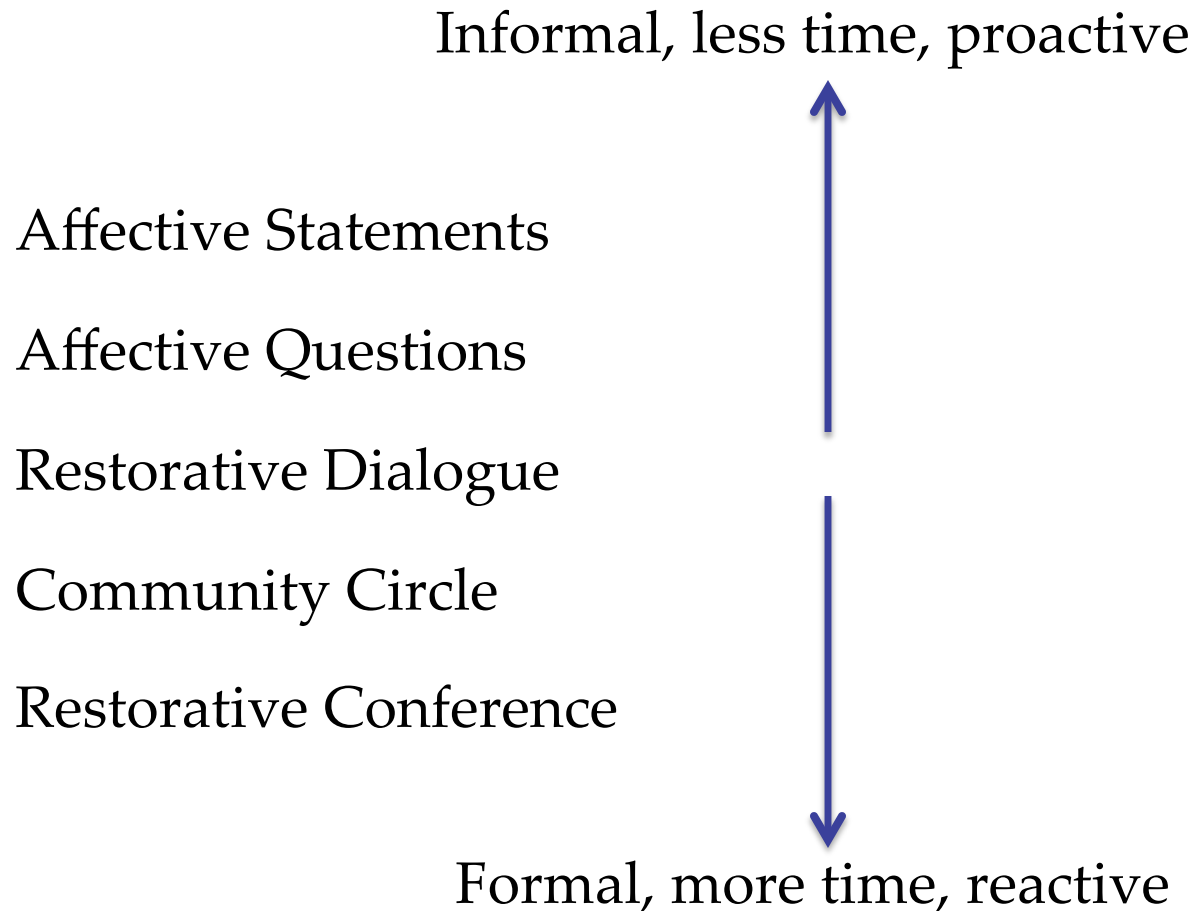
Residential Life

- CD's and RA's receive RJ training
- Restorative Circle model used for first floor meetings
- RJ lens used with student conflict/roommate conflicts

Restorative Justice Continuum Model



Restorative Spectrum



Retributive Justice

Restorative Justice

Focus is on establishing blame and responsibility	Focus in on problem-solving, liabilities, obligations, future
Imposition of punishment in order to deter & prevent	Restitution as a means of restoring both; reconciliation as goal
Less space for repentance / apology and forgiveness	Possibilities for apology and forgiveness
Response focused on offender's past behavior	Response focused on harmful consequences of behavior
Passive roles of victim and offender	Victim rights/needs recognized; offender encouraged to take responsibility
Offender accountability defined as consequence or sanctions	Offender accountability defined as understanding IMPACT of action & helping decide how to make things right
Dependence on authorities	Direct involvement of participants
Stigma of incident is more permanent	Stigma of incident removable

Authoritative Accompaniment

TO Punitive	WITH restorative
authoritarian	authoritative
NOT Neglectful	FOR Permissive
irresponsible	paternalistic

Beyond Conduct

- Roommate Agreements
- First Floor Meetings
- Staff Conflict
- Student Organizations
- Community Building & Programming
- Alternative Spring Break Experiences



Trainings

- How to conference:

Two-day professional and para-professional staff training on the complete facilitation process of Restorative Conferencing (from assessment of readiness through conference agreements); review of theoretical framework, technical processes, and role playing



- How to set up a dialogue circle:

Training, practice, and participation in Restorative circle dialogue and facilitation

- Apology Letter Writing Coaching

Trainings

Using Motivational Interviewing to Assist with Readiness

The six stages of change are the following:

- Pre-contemplation
- Contemplation
- Preparation
- Action
- Maintenance
- Relapse/Termination

Restorative Justice Committee and Coordinator

- Collaborative committee created to advance and integrate Restorative Practices - Office of Ethical Development and Restorative Practices, Residential Life and University Centers & Student Activities
- Goals: Professional Development, Menu of Restorative Practices, and Community Engagement
- Coordinator Position: charged with professional development training, organization and departmental consulting, and facilitating menu of Restorative Practices

Restorative Justice in Local Community

- Roman Catholic Diocese of San Diego
- San Diego Unified School System
- SDDCCS student assistants
- Trainings with student volunteers in community
- Other schools (San Diego State, etc.)
- Institute of Peace and Justice



The Roman Catholic
Diocese of San Diego



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SCHOOL OF PEACE STUDIES
Institute for Peace and Justice



Dialogue Circle

1. What is something you learned today?
2. How can you use what you learned to give space for your students to reflect on recent events?
3. What do you foresee as challenges with RJ in your work?

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Evaluation Instructions

1. Open Guidebook Application
2. Navigate to our session, “Restorative Justice: New Horizons Built on Strong Education”
3. Select the link at the bottom of the description.