



UMass Chan Restorative Justice Facilitation Team

What is Restorative Justice?

Restorative Justice (RJ) is a way to prevent or respond to harm or an incident in a community with an emphasis on healing, social support, and active accountability. RJ includes a variety of practices with many rooted in indigenous traditions. Some practices help prevent harm by helping people build relationships and strengthen communities. Other practices respond to harm by helping to clearly identify harms, needs, and solutions through an inclusive and collaborative decision-making process (*University of San Diego Center for Restorative Justice, 2023*).

UMass Chan is committed to sustaining a campus culture in which each individual's humanity and dignity are acknowledged and institutional resources are available equitably. This process is grounded in the principles of active and accountable conflict resolution, community building, and healing. One that offers a structure that helps establish a safe and supportive space intended to promote authentic and equitable conversation through a collaborative decision-making process, resulting in both individual and community healing.

Restorative Practices

Community Building Circle:

A community building circle is a process that brings people together to build a sense of community. Community building circles prevent harm by building and strengthening relationships. Led by a trained facilitator, participants share their experiences and perspectives in a safe space, with a focus on identifying the strengths and assets of the community.

Climate Circle:

A restorative justice climate circle, for example, can help departments respond to climate concerns that may be disrupting workplace satisfaction, the learning environment, or sense of belonging.

Restorative Justice to Respond to Harm/Conflict:

Led by a trained facilitator, this dialogue provides a safe space for participants to share their experiences, feelings, and perspectives, with a focus on repairing harm and restoring relationships following an incident. The goal is to reach a resolution that is acceptable to all parties involved, and that addresses harm or conflict in a way that is respectful, healing, empathic, and sustainable.

Restorative Justice Experience Feedback

Opportunities for RJ:

- Reaffirming values as a community
- Responding to national/societal crisis
- Responding to concerning results from climate surveys
- Responding to burnout
- Elevating marginalized voices
- Reflecting on departmental missions and visions

Feedback about the process @ UMass Chan

- 86% said they had an **overall positive experience** in the community building circle and found the **experience to be worthwhile**
- 78.6% said they **felt safe to openly participate** in the community building circle
- 86% **felt more connected** to the community
- 93% said they would **participate in the future**

Learn more or to sign up for UMass Chan Restorative Justice or a Community Building Circle:

Contact Jules Trobaugh, MFA, EdD in the Diversity and Inclusion Office
by email: RestorativeJustice@umassmed.edu or call: 508-856-2179

