UW Office of Diversity, Equity and Inclusion and Social Justice Research Center Plan
Two-Day Restorative Justice Training for Employees

To the UW community:

The University of Michigan (U-M) has been facilitating restorative practices (also known as restorative justice) in response to campus conflict and conduct for a dozen years. The 2009 publication *Reframing Campus Conflict: Student Conduct Practice Through a Social Justice Lens* was edited and written by U-M administrators and other national experts to highlight the successful practice and implementation of providing a spectrum of conflict resolution options to campus communities (and in particular U-M), including the theory and practice of restorative justice.

The Chronicle of Higher Education featured U-M’s work in the October 2016 article, *How One University Went All-In on Restorative Justice*, which suggested that “Michigan’s approach could become a model for other institutions.”

*Restorative Justice* is both a philosophy as well as a practice. *Restorative Practices* is an umbrella term often used to describe a broader set of tools and practices that employ the philosophy of restorative justice. The U-M Office of Student Conflict Resolution (OSCR) employs the philosophy of restorative justice practices into all of its work, even the most formal processes and proceedings. U-M OSCR will share some of what they’ve learned in adopting and implementing restorative practices at a state university.

The Restorative Justice Training will take place over the course of two days. On the first day, U-M OSCR will give an overview of the philosophy of restorative justice, and introduce a spectrum of restorative practices. An overview of the various ways restorative practices can be implemented on a college campus will be shared, as there is wide utility and application of techniques. Restorative practices can be used to address campus conflict and conduct issues including bias incidents, alcohol and drug incidents, and even campus sexual misconduct; it can also be used to build strong communities and teams for example within housing and residential education, athletics, academic cohorts and units, and other university departments. U-M staff have found restorative circles to be incredibly valuable, even just among staff as a tool to build connection and resilience. All participants in the training will get the opportunity to experience a restorative justice circle.

After experiencing a restorative justice circle, U-M OSCR will get into the “nuts and bolts” of facilitation and implementation of both restorative justice conferences as well as circles, the two main practices of restorative justice on college campuses. The second day of training will really hone in on the necessary facilitation skills and practices to effectively implement restorative justice processes. This day will allow time and space for participants to practice tools and techniques used in facilitating restorative
practices. There will also be time to explore the “what” and the “how” of implementing restorative practices in campus-specific ways. The training will provide an introduction to restorative practices and key tips and tools for facilitating restorative practices on campus.

**Time commitment:**

- Oct. 15 and 16 from 9 a.m.-4 p.m.
- In order to hone facilitation skills and build capacity to implement restorative practices on campus, initially, a weekly time to discuss and explore restorative practices during lunchtime from noon-1 p.m. or 1-2 p.m. on either a Wednesday or Thursday will help implement the University of Wyoming restorative practices, communities and teams faster.
- After the restorative justice facilitators are at capacity to implement restorative justice practices for students and employees, monthly meetings are all that are needed to maintain a team of active and skilled facilitators.
- Facilitators commit to a minimum of two years as restorative justice facilitators and to be part of a team to facilitate employee conflict, student conflict, and conflicts among students, employees, and the Laramie community that build on four restorative justice principles: inclusive decision-making, active accountability, repairing harm and rebuilding trust.

**Requirements:**

- Full-time or part-time benefited or non-benefited UW employees.
- UW employees who at minimum anticipate that they currently can commit to be active restorative justice facilitators either fall 2019 to fall 2021 or spring 2020 to spring 2022.

Register to be part of the inaugural UW Restorative Justice Facilitator Team [here](#) by Tuesday, Oct. 8.

Sincerely,

Emily A. Monago, MPA, Ph.D.

Chief Diversity Officer

Office of Diversity, Equity and Inclusion