



Restorative Practices:

Building the Relationships
Needed to Dismantle Racial
Disproportionality

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By 3 methods we may
Learn Wisdom

First by **Reflection**
which is the Noblest

Second by **Imitation**
which is the Easiest

And Third by
Experience which is the
Bitterest

- Confucius

Session Overview

Practical ways we can use restorative practices with students and adults to dismantle racial disproportionality

- Difference between restorative practices (RP) vs restorative justice
- A culturally responsive definition of RP
- A culturally responsive RP continuum



“All members of society play a role in keeping a "dis-equal" system in place, whether the system works to their benefit or to their disadvantage.”

“Through the socialization process, every member of society learns the attitudes, language, behaviors and skills that are necessary to function effectively in the existing society.”

“This socialization prepares individuals to play roles of dominant or subordinate in systems of oppression.”



Dr. Barbara J. Love





A Definition

Restorative practices is a way of being that refers to all the things we do to build, maintain, and repair relationships.

When being restorative we honor cultures and identities, ensure all voices are valued, and foster meaningful connections.

This mindset naturally creates cultures where everyone is accountable and supported in striving to be their authentic selves socially, emotionally and intellectually.

Co-created with CARE and the MPS Restorative Practices Team in 2021





Restorative Practices Continuum

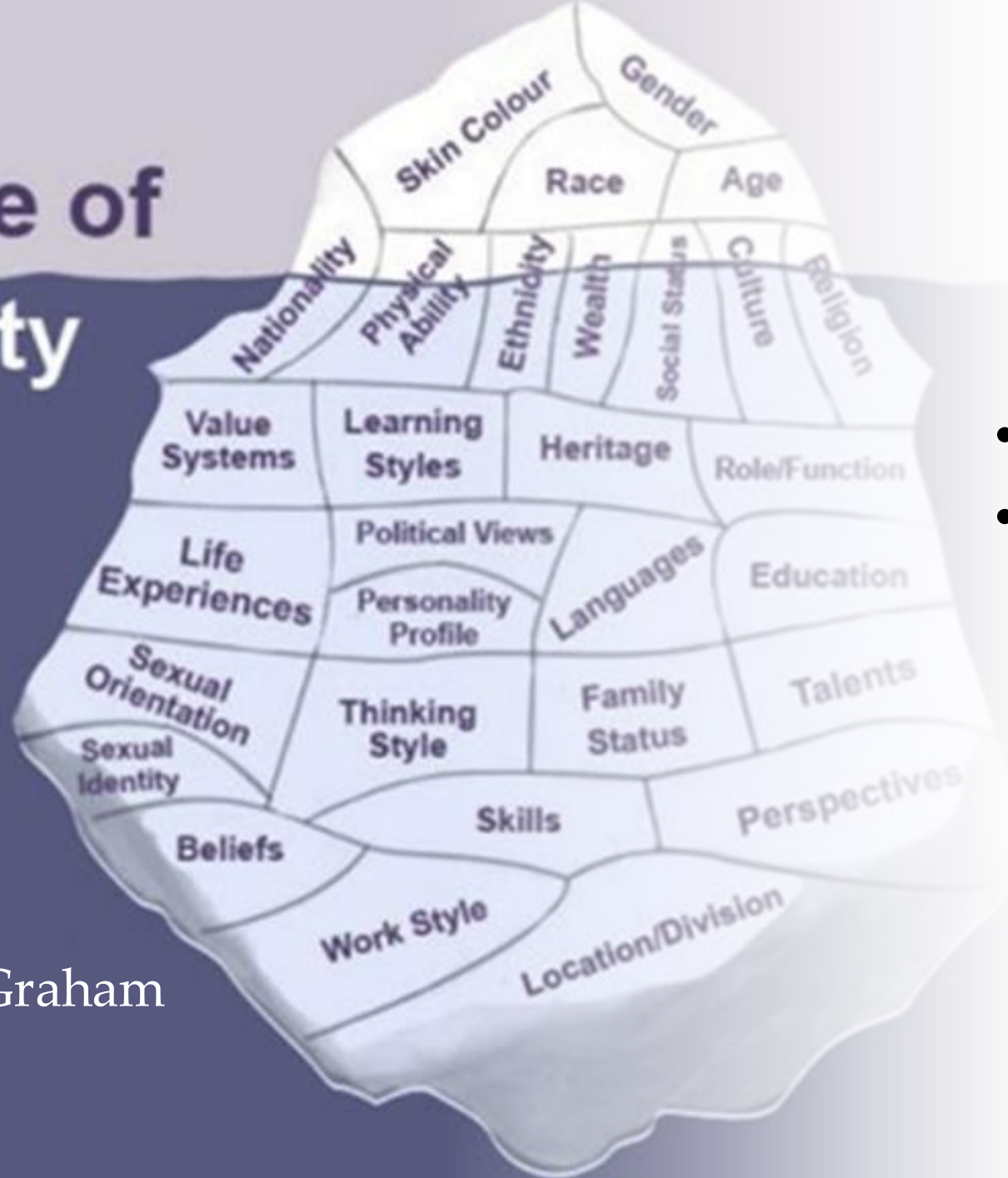
Restorative Mindset → Restorative Communication

Build, Maintain, and Repair Relationships

**Honors
Cultures and
Identities**

Race, Skills,
Home language,
Learning style...

Waterline of Visibility



Honor Cultures and Identities

- Open to learning
- Diversity in:
 - Images
 - Assignments
 - Group activities
 - Circle topics
 - Characters in texts

Created by Brook Graham





Restorative Practices Continuum

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**Honors
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Race, Skills,
Home language,
Learning style...

**Co-Creates
Shared
Agreements**

Embrace values,
Collaboration,
Shares power...



Staff Shared Agreements Example

- Extend grace
- Act with respect
- Continue to learn
- Support each other
- Communicate clearly and factually





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Embrace values,
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**Uses
Community
Building
Activities**

Games, Stories,
Discussions...

**Engages
Everyone in
Learning**

Open-ended
questions, Critical
thinking...

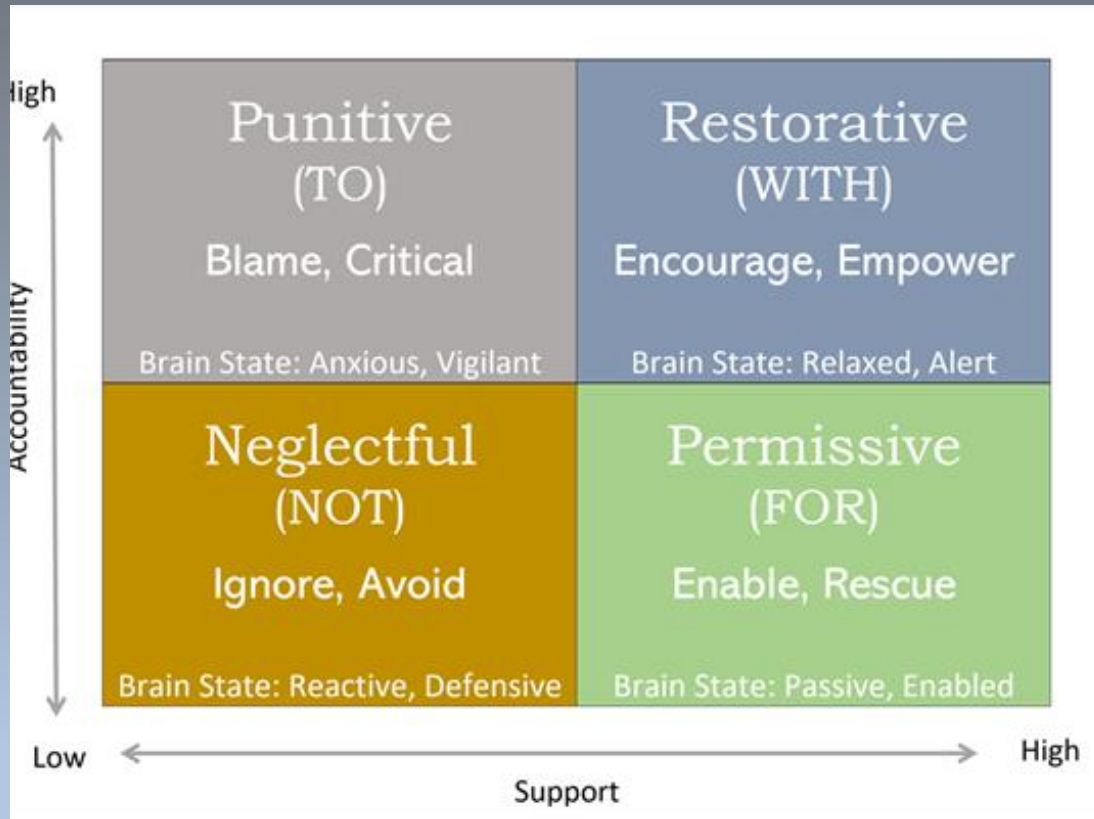
**Uses Circles
with Existing
Practices**

Meetings,
Teaching, Team
building...

**Uses Circles
to Repair
Relationships**

Reentry,
Workplace
Conflict...

Unspoken Message We Could Be Sending



For: You are frail. You can't handle life's hurdles. You need me to rescue you.

Not: You are worthless.

To: You are stupid. You can't think for yourself. You need me to tell you what to do.

With: You are wise and strong enough to make good decisions. I care and I am here to encourage you.

Adapted From the International Institute of Restorative Practices



A Middle School

- 57.5% Increase in students' feeling safe at school.
- 60% Decrease in out-of-school suspensions.
- 50% Decrease in tardies.

An Elementary School

- 8.8% Increase in students feeling safe at school.
- 34% Decrease in office discipline referrals.
- 44% Decrease in out-of-school suspensions.



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Washington, D.C.



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National Association of Community
and Restorative Justice

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Thank You!

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