

**VT EDJIE**

**RJ Leadership Workshop**

**Workshop 2: Implementing HR  
Practices and Accountability in  
Restorative Justice Centers**

**September 12, 2024**



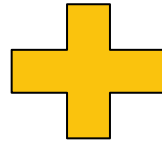
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## **Workshop 1:**

Interrupting Racism,  
Bystander Intervention,  
and Bias Response in  
Restorative Justice

August 26, 2024



## **Workshop 2:**

Implementing [HR]  
Practices and  
Accountability in  
Restorative Justice  
Centers

September 12, 2024

# GOALS

## ***Part 2: Implementing HR Practices and Accountability in Restorative Justice Centers***

1. Understand the Intersection of HR Practices and Restorative Values
2. Develop Strategies for Inclusive HR Practices and Policies
3. Promote a Culture of Accountability
4. Encourage Continuous Improvement and Evaluation

# ROADMAP FOR OUR WORK

1. Explore the Intersection of HR Practices and Restorative Justice Principles
2. Assess Current HR Practices with a Restorative Lens
3. Developing Inclusive and Restorative HR Practices
4. Creating an Action Plan for Accountability

*At its core, restorative practices prioritize repairing harm and restoring relationships rather than simply applying punitive measures. In the HR context, this translates into fostering an environment where employees feel heard, respected, and supported in addressing issues related to diversity, equity, and inclusion.*

# AGREEMENTS

1

## stay engaged

Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue” .

2

## experience discomfort

This norm acknowledges that discomfort is inevitable, especially, in dialogue about race, and that participants make a commitment to bring issues into the open.

3

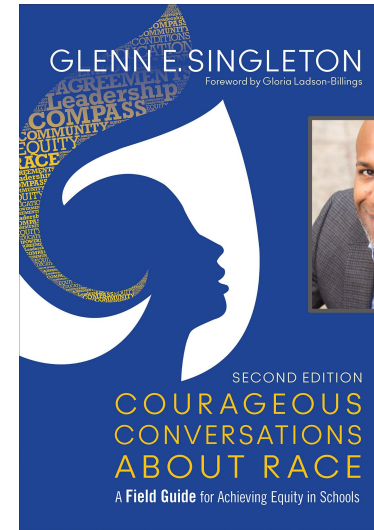
## speak your truth

This means being open about thoughts and feelings and not just saying what you think others want to hear.

4

## expect & accept nonclosure

This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.



# INTRODUCTION:

Understanding The  
Intersection of HR Practices  
and Restorative Values

# Understanding the Role of HR

**Human Resources (HR) serves as a crucial department within an organization. HR is responsible for managing the organization's most valuable asset – its employees.**

**HR also plays a vital role in supporting the organization's strategic goals and fostering a positive work culture.**



# Understanding Restorative Justice

**Restorative justice is both a philosophy and an approach to conflict resolution that prioritizes repairing harm, rebuilding relationships, and fostering healing for everyone affected.**

# DISCUSSION:

Why is it important to incorporate Restorative Justice principles and values into HR practices and policies?

# **EXPLORATION:**

Developing Inclusive and  
Restorative HR Practices

# 5 Strategies for Inclusive HR Policies & Practices

1. **Education & Training**
2. **Restorative Practices in Conflict Resolution**
3. **Equity & Diversity Initiatives**
4. **Employee Engagement & Participation**
5. **Continuous Improvement & Evaluation**

# DISCUSSION:

Assessing Current HR  
Practices in VT's  
Restorative Justice  
Centers

# Assessing Current HR Practices with a Restorative Lens – Part 1

- Where have you seen biases impact decisions or interactions?
- What current HR practices might unintentionally perpetuate bias?
- How might a restorative approach be integrated into your current practices?

**Return to the large group and share key insights**

# Assessing Current HR Practices with a Restorative Lens – Part 2

**Identify one specific HR practice or policy from your organization that could benefit from a restorative approach.**

- **What is the HR practice or policy you want to change?**
- **How will you integrate a restorative justice approach?**
- **What steps will you take to implement this change?**

# **ACCOUNTABILITY:**

Creating an Action Plan for  
Continued Work



# 5 Strategies to Foster a Culture of Accountability

1. **Lead by example**
2. **Set clear expectations**
3. **Provide support and resources**
4. **Encourage open communication**
5. **Implement Restorative Practices**

# **CONTINUOUS IMPROVEMENT:**

Creating an Action Plan for  
Continued Work

# 5 Strategies to Encourage Continuous Improvement & Evaluation

1. **Establish key performance indicators (KPIs)**
2. **Seek feedback**
3. **Conduct regular reviews**
4. **Learn from mistakes**
5. **Celebrate your successes**

# Assessing Current HR Practices with a Restorative Lens – Part 3

## Action Planning Exercise

Based on the information you drafted in parts 1 & 2:

- What is your timeline for implementation?
- What KPIs/metrics will you use to measure success?
- What methods of accountability will you incorporate?

# **KEY CONSIDERATIONS & TAKEAWAYS:**

# Key Considerations / Takeaways

1. **Foster an inclusive culture**
2. **Implement bias-free recruitment and promotion practices**
3. **Provide ongoing training and education**
4. **Create safe/brave spaces for open dialogue**
5. **Establish clear reporting and accountability mechanisms**
6. **Provide mental health and well-being support**
7. **Ensure fair compensation**
8. **Support work-life harmony**

# Key Considerations / Takeaways (cont.)

- 9. Involve staff who are marginalized in decision-making**
- 10. Provide targeted career development**
- 11. Celebrate contributions**
- 12. Commit to continuous improvement**

# WHAT'S NEXT:

Where do we go from here?



# Next Steps / Recommendations

- 1. Establish a state-wide HR Consortium**
- 2. Develop standardized HR policies and guidelines**
- 3. Conduct joint training and professional development programs**
- 4. Create a restorative HR oversight committee**
- 5. Facilitate regular communication and feedback mechanisms**
- 6. Adopt a state-wide restorative approach to HR challenges**

# Next Steps / Recommendations

- 7. Leverage technology for consistency**
- 8. Collaborate on recruitment and talent management**
- 9. Implement a statewide restorative HR handbook**
- 10. Foster a culture of continuous improvement**

**Thank you.**  
Any questions?

# CASE STUDIES