

Strategic Planning: RESTORGANIZING

Areas of Opportunity

Identify potential areas of implementation based on three criteria:

- Probably Not
 - Our campus addresses this issue very well
 - Administration would not be open to RJ for this
 - We already have a solid plan in place to address this issue
- Maybe
 - This is an issue we are working on, but we don't have a solid plan
 - No one is working on this really, but it isn't much of a campus priority
- Yes
 - Important issue and we don't have a good plan

Issue	No	Maybe	Yes
Conduct violations:			
Bias incidents			
Alcohol and drugs			
Sexual and gender-based misconduct			
Academic integrity			
Campus climate issues (non-violation, e.g., free, but harmful speech)			
Residential life/community building			
Off-campus housing/town-gown issues			
Athletics (team conflicts, violations, community building)			
Greek organizations			
Other student organizations			
Service learning opportunities in K-12 schools and criminal justice RJ			
Graduate student/post-doc issues			
Reentry support (conduct, medical/mental health, other types of leave)			
Workplace issues (faculty and staff conflicts or violations)			
Campus/city court partnerships			
Restorative coaching/mentoring			

Follow Up

- Which areas are most promising for implementation? Why?
- Who would you recruit to help you work on this?
- What are some challenges ahead?
- What would your next step be if you were coming from this place?
 - Courageous, decisive, action-oriented, willing to take a risk
 - Caring, compassionate, attentive to the needs of others
 - Visionary, creative, imaginative, surprising, humorous, eccentric
 - Wise, thoughtful, reasoned, mindful of institutional complexity, attentive to institutional goals

Getting to Your First Circle

The longer you wait, the less likely you will implement RJ. Consider the following:

- What will be the topic of your first circle?
- Who will co-facilitate?
- How will you identify and recruit participants?
- What are your primary questions for the rounds? (Remember the 5 C's)
- How will you assess its effectiveness?

Getting to Your First Conference

- What does your conduct policy allow?
- Who can make a referral?
- Who will co-facilitate?
- How will you assess its effectiveness?
- When can you implement the following baby steps?
 - EVERY one-on-one conduct hearing is an opportunity to ask RJ questions. Consider adding RJ questions to the conduct hearing protocol.
 - Invite the respondent to bring a support person to a conduct hearing. Ask the support person RJ questions.
 - Ask a staff member to participate in the conduct hearing in the role of an impacted community member. (Or ask a surrogate harmed party, or the real harmed party.)
 - If you ask RJ questions and invite a harmed party and support person to attend, you will have transformed your hearing into an RJ conference!

Forming an RJ Working Group

The most important first step toward implementation is creating a working group that is capable of envisioning and inspiring campus commitment. Some questions for this:

- Who will be on the team? What expertise do they have? What influence do they have? Will it include administrators, faculty, and students?
- When will the team meet? How often?

Create an Implementation Timeline

- Using a calendar, plan a series of implementation steps with target dates
- Be sure to include opportunities for education, training, policy review, and practice

Implementation Questions for Discussion

1. What kind of restorative justice process resonates best with your campus culture or with the kinds of cases on which your program will focus? Conferencing, circles, boards?
2. In what ways can you infuse RJ principles into current conduct practices and procedures?
3. What opportunities or constraints currently exist in your code of conduct for implementing an RJ program?
4. Where do you need to foster support for the program? Student affairs administrators, legal counsel, campus safety, student government?
5. Where will the program be housed? Conduct office, residential life, conflict resolution program?
6. Do you have the right staff for a restorative justice program? Who will coordinate the program? Could the coordinating responsibilities be added to a current position?
7. Who will facilitate cases—staff, faculty, graduate students, undergraduates?
8. How much will a program cost? What costs do you need to consider? Do you have financial support? How will you pay for the program?
9. Can you connect/collaborate with a local restorative justice program? Are there possible partnerships with faculty or academic departments (higher education management, law, criminal justice, conflict analysis, peace studies, social work, etc.)? What other resources can you utilize?
10. How will you launch and market the program?
11. What will be your referral streams? How can referrals be promoted?
12. How would you implement training for the program? Who needs to receive training?
13. How will you assess the effectiveness of your RJ program?