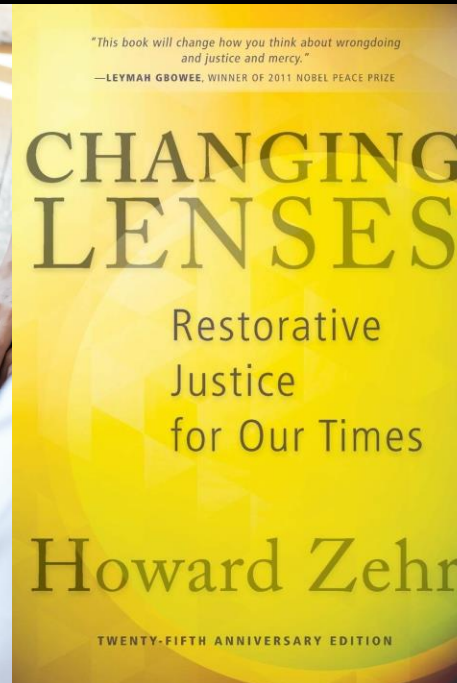




# Victim-Offender Mediation/Dialogue Facilitator Training



Day 1

Dr. Ernest Uwazie

# Goal:

Train select facilitators to conduct or facilitate Victim Offender/restorative justice circles at California State Prison-Sacramento as well as other sites and facilitate Victim-Offender Dialogues at select California State correctional institutions and other program sites upon referral and assignment

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# Key Objectives

- Provide new/critical practical skills in victim-offender mediation/dialogues.
  - Educate on the key principles, various processes, and types of restorative justice.
  - Create a network of restorative justice practitioners and facilitators.
  - Contribute responsibly, where appropriate, to the reconciliation and transformation of victim-offender relationships.
  - Build good team- work and collaboration.
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# Outcomes

- Active participation and completion of the training and related activities.
  - Increased level of confidence in RJ knowledge and VOD/VOM skills application.
  - Proper preparation for VOM/RJ circles and VODs.
  - Effective and proper team co-facilitation of VOM/RJ circles and VODs.
  - Enrollment and participation in post-training activities and networking of RJ/VOD facilitators.
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# Outcomes (continued)

- Make positive impact in community.
  - Promote case referrals and team support.
  - Develop capacity and interest for more or advanced level, specialized skills, and knowledge acquisition.
  - Do No Harm!
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# Methodology

- The training delivery will be highly interactive with some lectures, and exercises, role plays, hypotheticals, and case development activities, along videos, guest speakers, and related readings/materials.
  - Teamwork as well as collaborative learning is highly expected in a safe, diverse, and inclusive environment, both in zoom/virtual and in person formats; same expectation applies to post-training activities.
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# Breakout Into Groups

- In groups of 4-5, where/how do these objectives and outcomes meet your expectations?
- Deliberate for 5 minutes with a moderator and note taker in your group. Use the chat feature to share your responses, include any other expected objectives or outcomes.



**Joining Breakout Rooms...**

**Breakout Room 1**

It may take a few moments.



## DEFINING RESTORATIVE JUSTICE

- A balanced approach to justice that addresses the **NEEDS** of the Victim(Survivor/harmed person), Offender(person who caused the harm/perpetrator) and Community
- “Restorative justice is a process to involve, to the extent possible, those who have a stake in a specific offense and to collectively identify and address harms, needs and obligations, in order to heal and put things as right as possible.” Howard Zehr in *The Little Book of Restorative Justice*-2003.



# 3 Pillars of Restorative Justice

## Harms & Needs

- Who was harmed? What was the harm? How can it be repaired?

## Obligations

- Who is accountable or responsible, and how can s/he repair the harm—restore what was lost?

## Engagement

- Victims and Offenders have active roles/voices in the justice process



- RJ rests on the basic assumption that crime is a violation of people and interpersonal relationships, with some obligations that must or need to be fulfilled or corrected.
- Hence, crime is not just a violation of social norms or societal laws: e.g.. Jane Doe vs. State; per 11th Century(1089) William Norman the Conqueror and making of the Social Contract doctrine—with a punitive/retributive penal system.



Lo Cole

Arguably, Restorative Justice is about repairing and mending broken or damaged relationships.

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# Key R.J. Principles

- Invite Full participation and consensus-of all stakeholders
  - Provide healing/make amends—for what is broken
  - Seek Direct responsibility/accountability
  - Reintegrate where needed/appropriate
  - Empower/strengthen communities and individuals to prevent further harm
  - Do No Harm!
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# Key R.J. Outcomes

- Accountability
- Apology/remorse
- Explanation—information, truth telling
- Forgiveness
- Understanding-encouragement, support,
- Restitution/reparation
- Empowerment
- Restraint/desistance
- Healing
- Closure?



# "How restorative justice could end mass incarceration" - Shannon Silvia



What are your Thoughts & Feelings  
about the video—whether RJ is  
appropriate or not/why?





# R.J. Types and Processes

- Victim- Offender Mediation/Dialogue
- Family Group Conferencing
- Victim-Offender Panel(VOP)/Victim-Impact Panel(VIP)
- Reparative Boards
- Circles- peacemaking, sentencing, support, healing, understanding, problem-solving, etc.

# Why Restorative Justice?

THERE ARE MANY/VARIOUS TYPES OF PROGRAMS THAT APPLY RJ PRINCIPLES/Framework, WITH THE FOLLOWING OVERALL, COMMON OBJECTIVES:

- Support/promote offender rehabilitation
  - Reduce recidivism
  - Foster offender accountability—responsibility/remorse
  - Facilitate restitution
  - Increase victim empathy for offender
  - Reduce social/economic costs of crime response
  - Strengthen/empower the community and victim-for crime prevention and mitigation
  - Reduce/manage in- prison violence/harm/tension
  - ‘Humanize’ the crime or prison experience
  - Facilitate parole and community re-entry
  - Seek personal redemption
  - De-stigmatization
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More than 600,000 prisoners(federal/st ate) in US are released each year, and same number also imprisoned.



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QUESTION: IN WHAT FORM ARE THEY RELEASED/RETURNED TO THE COMMUNITY?

# Select reflections from the 10P program VOM/RJ participants CSP-Sacramento:

- 2015 with 2 cohorts of 50 participants;
- 50% transferred to lower- level facilities.
- 2 alumni(known), including a current VOD facilitator.



“The overall key issue I saw in the cases I role played is the taking responsibility for ones actions, and the hurt, the pain, and harm you’ve caused to those effected by what you’ve done. I cant take back what Ive done in the past, but I can learn from my past and make better decisions in the future.” (Michael)

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“... I would just like to thank this group this class, ALL the TA's & classmates involved, from the bottom of my heart I thank ALL of you this class HAS been in fact a very eye- opening experience, a very much self growth & maturing period & all the while I VERY humbling as a Whole Thank You to ALL who participated. I'm 36 years old & would LOVE the rest of my life in Peace with no drama.” (Patrick.

“As for myself playing the victims family was the hardest part. It had me all choked up & even mad at myself bc in their shoes.

(Joe)

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