Victim-Offender Mediation/Dialogue Facilitator Training

Day 1

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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.
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.
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.
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!
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.
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.
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 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.
Arguably, Restorative Justice is about repairing and mending broken or damaged relationships.
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!
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
More than 600,000 prisoners (federal/state) in US are released each year, and same number also imprisoned.

**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)
“... 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 the bc in their shoes. (Joe)