Social Justice Dialogues in College Residence Halls: Building Relationships and Addressing Impact
Welcome

Rafael Rodriguez
*Director of Residential Life*

Magdalena Gracia
*Assistant Residence Director*

Alex Boesch
*Area Coordinator*
Opening Circle

Please share the following:

- Name, pronouns (if you choose), institution/organization
- Name a superhero power you would WANT?
- What was your favorite childhood candy or snack?
Identify a challenging moment or situation between you and another person, rooted in social identity.
Circle

- What happened (quick synopsis)?

- What did you think when you realized what happened?

- What impact did the incident have on you and others?

- What do you think needs/needed to happen to make things right?
The Circle

- What did it feel like to share your stories in your circle?

- What felt uneasy or challenging about sharing your stories in your circle?
Restorative Practices in Residence Halls

Restorative Practices, is a community development approach that focuses on building relationships through on-going and sustained interactions primarily using circles.
Restorative Practices Core Concepts

Social Discipline Window
Fair Process
Shame & Affect
RP Continuum

How We Lead
How We Engage
How We Understand & Manage Emotions
How We Build Relationships
The RP Continuum

Is How We Build and Maintain Community

<table>
<thead>
<tr>
<th>Affective statements and questions</th>
<th>Small impromptu circle</th>
<th>Group circle</th>
<th>Formal conference</th>
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Informal

Formal
Our approach and use of RP

- **Proactive Community Building**
  - Continuously used throughout the year with staff/groups
  - Provides our community the opportunity to interact and dialogue in positive ways
  - Helps ensure that folks feel seen and heard
  - Supports relationship building among staff/groups

- **Responsive Community Restoration**
  - Allows members of a community to confront general on-going disruptive and impactful behavior related to identity
  - Provides a community the opportunity to address and understand how they have been impacted by behavior(s) in order to support healing, restore relationships, and if possible repair harm

  RP gives “voice” in times of celebration, anger, pain, joy, crisis, comfort
What RP Can Offer in Social Justice Dialogue?

- Centers on the self rather than the other
- Set up to support sharing and listening
- Gives voice and agency to individuals/communities impacted
- Focuses on feelings and impact rather than facts and figures by allowing folks to acknowledge their own affect/emotions (Non-dominant approach of engaging)
- Mutual, not equal, responsibility in naming and addressing harm
- Accountability also includes the responsibility of repairing harm and relationships
- It can bring those impacted and those who caused harm together (within reason)
RP Throughout Relationships

- supervisory relationships
- RA staff
- residents
Closing Circle

Please share on the following:

- How do you think RP can be useful in social justice dialogues?
- What are you thinking about?
- What did you realize?
- What were you surprised by?
Any final questions or thoughts?

Rafael Rodriguez: Rafael.Rodriguez@uvm.edu
Magdalena Gracia: Magdalena.Gracia@uvm.edu
Alex Boesch: Alexander.Boesch@uvm.edu