



# COLORADO COALITION<sub>for</sub> RESTORATIVE JUSTICE PRACTICES

## CCRJP HARM PROCESS GUIDANCE

*Last updated 11.12.24*

*With a focus on Restorative Practices to support harm reduction in our Coalition+ spaces*

### **Shared Agreements in Event/Meeting Spaces**

CCRJP and its Members build relationships based on the shared principles of:

**Respect Inclusivity Openness Curiosity Compassion Humanity**

As a Coalition and in Community, with the **5Rs** of Restorative Justice\* as our guide, we agree to . . .

*\*5Rs credited to Beverly Title, founder of Resolutionaries. Relationship, Respect, Responsibility, Repair, Reintegration*

*Framing open source copy adapted with permission from Bike!Blke!*

### **Tend Relationships**

- We support the empowerment of each person and group
- We promote inclusive learning spaces and questions in the spirit of personal and collective benefit
- We are compassionate and curious in our humanity

## **Cultivate Respect**

- We enter with a commitment to mutual respect, mutual aid, harm reduction, anti-oppression advocacy, conflict resolution and transformation, anti-violence, and community building with care
- We respect everyone's names, gender pronouns, expressed identities and lived experiences
- We respect each other's bodies and spaces

## **Show up Responsibly**

- We commit to making spaces as accessible as possible; physically, socially, and personally
- We commit to hearing each other and creating opportunities for all voices to be heard
- We encourage open minds and open hearts

We accept a shared responsibility to hold ourselves and one another accountable for these agreements' intent.

By agreeing to a commitment of mutual respect, we trust when conflict does arise, we will remember what we have agreed to, and act accordingly.

## **Turn to Repair and Support Reintegration**

"Commit to saying when you've been harmed and commit to making it right when you've caused harm. The circle will remain observant and uphold collective guardianship." *courtesy of Deanne's Chicago circle*

- CCRJP will acknowledge any perceived harm to or by Members and/or our Community upon occurrence in a manner most respectful to those involved.
- We will respond in a timely and equitable manner according to our CCRJP Harm Restoration Policy and Procedures.  
(below)

## **CCRJP HARM RESTORATION POLICY AND PROCEDURES**

CCRJP will acknowledge any perceived harm to or by Members and/or our Community upon occurrence in a manner most respectful to those involved.

### **If harm is experienced in a group setting:**

- All efforts will be made to lean on and refer to group cultivated agreements.
- CCRJP Members may pause activity as a group for a 2 minute break. Any Member may request this pause.
- During this reflective time, participants will be encouraged to tend to their internal response and resource. The lead group facilitator of the space will (publicly and/or privately) turn to those individuals experiencing harm, acknowledge impact, and explore options for restorative next steps.
- The lead group facilitator will ascertain impact and track needs i.e. take a break, continue with consensus, ask for acknowledgement of responsibility, etc.
- After the event, follow up and follow through will occur in a timely and equitable manner.
  - A restorative approach will be informed by emergent support requested and as needed. Options may include:
    - One on one processing time, restorative dialog framework with those involved, wider restorative dialog with other Members, etc.
      - Highly encourage utilizing Circle Guidelines such as: speak from the heart, listen from the heart, trust you will know what to say and say just enough, what is said here stays here and what is learned may leave, and everyone has the right to pass. (*Circle Corps*)

*(continued)*

**If harm is experienced outside of a group setting:**

- Members are encouraged to speak directly with the person(s) involved utilizing restorative practices & principles.
- If a Member does not feel comfortable, they may reach out to another CCRJP Member and/or BOD Member.
- The CCRJP Member and/or BOD Member will contact those individuals experiencing harm to explore options for restorative next steps.
- Follow up and follow through will occur in a timely and equitable manner.
  - A restorative approach will be informed by emergent support requested and as needed. Options may include:
    - One on one processing time, restorative dialog framework with those involved, wider restorative dialog with other members, etc.
      - Highly encourage utilizing Circle Guidelines such as: speak from the heart, listen from the heart, trust you will know what to say and say just enough, what is said here stays here and what is learned may leave, and everyone has the right to pass. (*Circle Corps*)

**Reintegration Process**

- As reintegration needs are identified by those involved, those needs will help guide what reintegration looks like with respect to each occurrence. Actions could include but not limited to targeted education & learning, group acknowledgement, etc.
- As a guide, what is said here stays here and what is learned may leave. CCRJP may share lessons learned from the harm restoration process in various spaces as it may benefit the culture of CCRJP.

*Please send comments, concerns, feedback to [ec@ccrjp.org](mailto:ec@ccrjp.org). To locate an RJ practitioner to assist, please visit the [RJ Directory](#).*

*(graphic below)*

**Cultivate  
Respect**

**Tend  
Relationships**

**Show up  
Responsibly**

**Respect  
Inclusivity  
Openness  
Curiosity  
Compassion  
Humanity**

**Support  
Reintegration**

**Turn to Repair**