



## TRANSFORMATIVE JUSTICE PROCESS

For a TJ Circle to be run, have everyone there who is involved with the issue. Everyone involved also gets to choose one ally/supporter to bring with them. Everyone has to agree to the facilitator that is selected for the circle. In addition, everyone has to agree to the following, before the process can move forward:

### **RESPECT for the CIRCLE**

Agree to the decision of the circle.

What's said in the circle stays in the circle. Even between each other, don't talk about it unless both people want to.

Respect one mic. You can pass an actual mic. In indigenous circles this is known as a "talking stick." But we believe it's wrong to take on someone else's culture without permission and the involvement of a member from that community. So we use a "one mic."

Everyone participates. No one dominates.

Tell the truth. Uncover the truth.

Put yourself in the other person's shoes.

Take responsibility.

Repair the harm(s).

Prevent future harm, conflict and retaliation.

### **Here's the process to run the YJC RJ/TJ circle:**

1. Have everyone introduce themselves and what they hope to get from the circle.
2. Have everyone give more detail about their concerns and/or the incident.
3. Think about the issue from the other "side." Ask everyone to think about what the other person/people are feeling, experiencing.
4. Ask everyone what they think is best for the community.
5. Ask for solutions to repair any harm caused and support all people moving forward.
6. Check to see if everyone agrees. Write up agreement, have everyone sign it, and make copies for everyone.
7. Shake on it. If you have the resources and time, have everyone eat together.