Black Family Development, Inc.
A Partner Organization with the
International Institute for Restorative Practices

Restorative Practices . . . “All humans are hardwired to connect. Just as we need food, shelter and clothing, human beings also need strong and meaningful relationships to thrive. Restorative Practices is an emerging social science that studies how to strengthen relationships between individuals as well as social connections within communities. Restorative Practices keeps students in school learning, rather than removing them for suspension or expulsion . . .”

“S}ince 2010, Black Family Development, Inc. (BFDI) has partnered with the International Institute for Restorative Practices (IIRP), an accredited graduate school, to lead restorative practices initiatives in our region. BFDI and IIRP work together to implement programs that have proven effective in reducing violence and increasing family and community engagement. Please consider making a bold and courageous decision to join us in developing a Restorative Practices environment in our Detroit area schools and throughout our City of Detroit. We will make a difference, and the time is now.”

Alice G. Thompson
Chief Executive Officer
Black Family Development, Inc.
The fundamental hypothesis of Restorative Practices is that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them rather than to them or for them.

The aim of Restorative Practices is to develop community and to manage conflict and tensions by repairing harm and restoring relationships.

In order to accomplish these tasks, we use the Social Discipline Window to show and guide our behavior. It also allows us to recognize specific behaviors in others. When a person is high on control and low on support, he/she is operating out of the punitive box or the “to” box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate). When a person is high on control and low on support, he/she is operating out of the punitive box or the “to” box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate). When a person is high on control and low on support, he/she is operating out of the punitive box or the “to” box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate). When a person is high on control and low on support, he/she is operating out of the punitive box or the “to” box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate). When a person is high on control and low on support, he/she is operating out of the punitive box or the “to” box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate). When a person is high on control and low on support, he/she is operating out of the punitive box or the “to” box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate).
For those who bravely choose to be restorative, it means that they are intentionally choosing to be explicit about building positive and effective relationships. In essence, they are saying that they are willing to:

**EMPLOY FAIR PROCESS** (the paradigm shift that changes your heart)

The central idea behind fair process is that “...individuals are most likely to trust and cooperate freely with systems (whether they themselves win or lose by those systems) when fair process is observed.”

Fair process includes:

- **Engagement** - Involving individuals in decisions that affect them by asking for their input and allowing them to refute the merit of one another’s ideas.

- **Explanation** - Everyone involved and affected should understand why final decisions are made as they are. Creates a powerful feedback loop that enhances learning.

- **Expectation Clarity** - Once decisions are made, new rules are clearly stated, so that individuals understand the new standards and penalties for failure.

**EMPLOY THE PSYCHOLOGY OF AFFECT (POA)**

*(the paradigm shift that changes your mind)*

POA integrates a restorative definition of shame which is, an interruption of interest and joy.

- When an individual’s interest and joy have been interrupted, the negative responses are withdrawal, avoidance, attacking of others and/or attacking of self.

- When the restorative practitioner understands this kind of shame, two things will occur:

  - We learn how to separate the deed from the doer
  - We learn how to use re-integrative shame rather than stigmatizing shame
• **EMPLOY THE RESTORATIVE PRACTICES CONTINUUM**
  (the paradigm shift that changes how we communicate)

  The Restorative Practices continuum goes from informal to formal. It intentionally uses language that gets results:

  1. **Affective Statements** (I feel…..)
  2. **Affective Questions** (thought provoking questions that address past, present and future)
  3. **Small Impromptu circles/conversations** (using affective statements and questions to resolve simple issues)
  4. **Circles** (used to intentionally build community through proactive/positive circles - should be used 80%)
  5. **Formal Conferences** (used for responsive situations like, Family Group Decision Making or Restorative Justice - used 20%)

For further information, please contact
Black Family Development, Inc.
2995 East Grand Blvd. ~ Detroit, MI 48202
313.758.0150
www.blackfamilydevelopment.org

All Black Family Development, Inc.
Trainers are Licensed Restorative Practices Trainers