



Resource

Stages of the Restorative Community Conferencing Process



Stages of the RCC Process

Stage 1: Preparation

1. Build relationship with the responsible youth (RY)

Once the RY agrees to participate in the conference, facilitators will spend time building a trusting relationship with the RY. In these meetings, the facilitators will get to know the RY, their interests, passions, etc. This information can also be used later in creating a plan that utilizes the RY's interests while holding them accountable for the harm they caused.

2. Build relationship with the person harmed

Once the PH agrees to participate in the process, facilitators will spend time building a trusting relationship with them. In these meetings, facilitators will get to know the PH, their interests, passions, etc.

3. Have RY reflect on experience

After building a strong trusting foundation, over a series of meetings the facilitators will discuss the harm with the young person. In these meetings, the RY will reflect on their experience and the impact of their actions on the person harmed (PH) and community.

4. RY writes accountability letter

After reflecting on the harm they caused, the RY will write an accountability letter to the PH. This will be read during the conference.

5. Lead *Who Are Your People and Ecosystem of Healing* activities with RY & PH in separate prep meetings

These activities help the RY and PH identify people in their life that can

take on supportive roles and to explore resources, relationships, and activities that support them in feeling safe.

6. Reach out to community members and support people for RY and PH

Facilitators will reach out to community members and support people identified by the PH and RY about attending the conference.

7. Prep community members and support people for RY & PH

Facilitators will prepare the various support people attending the conference on behalf of the RY and PH. Prep includes explaining the process and helping think through what to say and how to show up, etc.

8. Prep PH for the conference

Preparing the PH is an important part of the preparation stage. Prep often takes place over a series of meetings and includes explaining the process, learning dietary restrictions, identifying needs and support people, helping the PH with what to say during the conference, etc.

9. Prep RY for conference

Preparing the RY for the conference happens throughout Stage 1, and over a series of meetings. Prep for RY includes explaining the process, learning dietary restrictions, helping RY think through what to say, etc.

10. Coordinate logistical needs for conference

Facilitators will need to book a confidential, neutral, and accessible space to hold the conference, schedule the conference on a time/date

that works for all participants, order refreshments that meet everyone's dietary restrictions, and beautify the space (flowers, altar, etc.).

Stage 2: Conference

1. Welcome and Purpose

Facilitators will welcome everyone to the space, honor the indigenous people of the land, and detail the purpose, outcome, and process of the conference. They also lead a process for establishing shared values and guidelines..

2. RY reads accountability letter

The RY will read the accountability letter they wrote in Stage 1 out loud to the room.

3. PH shares impact

The PH will share how the harm impacted them. During this time they can also ask questions to the RY about the harm.

4. RY shares what happened

The RY will share about the harm and answer questions directed at them from the PH.

5. PH and RY support people and community members share impact

The support people and community members there on behalf of the PH and RY will have the opportunity to share how the harm impacted them and can also ask questions at this time.

6. Create the plan

Once everyone has had an opportunity to share, participants will discuss a plan for the RY to make things right. The plan will be created based on all participants' needs and will use the Specific, Measurable, Attainable, Realistic, Timely (S.M.A.R.T.) goal-setting technique.

7. Closing

Facilitators will lead a closing ceremony once the plan has been created and expectations have been outlined.

Stage 3: Plan Completion

1. Support RY in identifying steps toward plan completion

Facilitators will work with case managers and other wraparound support to create an outline for plan completion. This will include steps toward plan completion, resources, and additional support needed.

2. Follow up with RY as needed

Facilitators will follow up with RY over the next few months to check in on progress toward plan completion. If additional support or changes to

the plan need to be made then the facilitators will help manage that process.

3. Follow up with PH as needed

Facilitators will follow up with PH to learn more about their preferred post-conference engagement and if any additional support is needed.

4. Closing meeting with RY and support people

Once an agreement has been made that the plan is complete, facilitators will hold a closing meeting/celebration with the RY to celebrate the conclusion of the process. PH is welcome to attend if desired/appropriate.