



Restorative Reflections

A Newsletter of Mediation Services: A Community Resource for Conflict Resolution

Fall 2004

Restorative Justice Around the World

Wendy Bonnie

What is Restorative Justice?

Perhaps one of the clearest, and comprehensive, pieces I have read explaining the values and principles of Restorative Justice is by Jarem Sawatsky, entitled **Restorative Values: Where Means and Ends Converge** (2003). Sawatsky refers to the values as a "JustPeace Ethic"- noting the mutual requirement of both peace and justice. *"JustPeace comes down to right relationship between all (people, land, structures, God). A harm/crime creates ripples of disruption to many relationships. Interconnectedness confronts injustice (harms) with the goal of establishing a just connection (Sawatsky p 4)."*

Jarem Sawatsky lives and works in Winnipeg, Manitoba, Canada. He is currently working with the Institute for Justice and Peacebuilding at Eastern Mennonite University in Virginia and teaching at Menno Simons College and the Canadian Mennonite University in Winnipeg.

Summary of Values (JustPeace Ethic):

1. Both justice and peace must be present;
2. Everyone/everything is interconnected and interdependent;
3. Justice is contextual- it will look different based on the circumstances & honoring diversity;
4. People are more important than process;
5. Justice must look to the past and to the impact on future generations, in order to address the present;
6. Transformation is the long term objective;
7. Practitioners must be vigilant to ensure participants are empowered to determine the process belongs to them and meets their needs;
8. Non- violent;
9. Works to ensure basic human needs are met;
10. Persons and communities responsible and accountable for repairing harms;
11. Processes of meeting needs are dynamic, spirit of values must guide change.

The full article is available in PDF download from:

<http://www.sfu.ca/cfrj/fulltext/sawatsky.pdf>

Be sure to watch for Jarem 's latest work from Good Book Publishers -**Little Book on Restorative Values** in the Little Books on Peacebuilding and Justice Series , coming 2005 !

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Restorative Justice at Home

Restorative Justice Week

This year Restorative Justice Week occurs November 14-21. The theme is *"Engaging Us all in the Dialogue."* Event listings are available on the RJ Network webpage: <http://geocities.com/rjnetmb/>. Restorative Justice Week is primarily sponsored by Corrections Canada. Locally, many of the events have been coordinated through the Restorative Justice Network Manitoba.

Our Mission:

To promote peace and restorative justice within the community by empowering people, through education and mediation, to resolve conflict using non-violent conflict resolution processes.

Our Learnings

Chris Freeman

Coffee-house

One Sunday this summer, I went to lead a workshop at a coffee-house for Open Circle, a prison and post-incarceration visiting/friendship/support program. The duo to which I belong played a few songs and then we had a discussion about conflict resolution. The discussion was quite animated and seemed to be a good one for people there. We talked about theory and about skills and we analyzed some specific instances that people raised.

One especially meaningful topic centered around what to do when someone would not collaborate with you. This was important to the guys who were still incarcerated because the potential was there to be portrayed as a “wimp” or a “whiner” and to have their concerns minimized when they raised them to staff and other inmates.

A Conciliation Process

A model to **help others** resolve conflict

1. **Invite** the person to **speak**, listening actively.
2. **Name** the unresolved **issue** and **highlight** the **interests** (fears, needs, and hopes).
3. Ask the person to **identify** their **goals** and **objectives** in the situation.
4. Explore the best way to **resolve the conflict** (i.e. negotiation, conciliation, mediation, grievance).
5. **Coach** the person to **prepare** for the conversation.
 - When and where to have the conversation
 - How to open the topic and who speaks first
 - How to state concerns
 - Listen to the other person's perspective
 - Anticipating and preparing for difficulties in the conversation
6. **Check in** with the person **later** to see how the meeting went.

In these situations it was a challenge to remain non-violent and to leave with dignity. The group came up with some very helpful suggestions for how to deal with the difficult situations.

Interacting with people who live and have lived with the challenge of being incarcerated and with the others who were there was perspective widening and moving for me. We entertained with a few more songs, and left feeling good about the time invested.



After the summer, when I returned from holidays, I was welcomed with a thank-you note from the program director. It was a marvelous thing to come back to, but what was inside was even better. Inside was the Open Circle Newsletter and one of the men who was an inmate had written about his experience with changing views and responses to conflict. In his article he talked about his quest for peace that began some years ago, his desire for a different way, and the help he got from different groups and his journey away from violence. He wrote about hate and revenge toward expressing his feelings and talking conflicts out, as well as picking his battles and walking away when necessary. He said that it was not until this discussion that he knew that the way he had been learning was the right way.

On my way to the coffee house, I had not been expecting something meaningful. Probably when I was on my way there I was even a little resentful of taking the time out of a weekend (even though I didn't know at the time that it would rain for the rest of the summer weekends, and even though I like both playing and

facilitating). Leaving there, I knew that I had been impacted by witnessing the courage of people who were trying to find a different way in an environment that can be harsh, but I probably questioned whether any one else got anything from it. After I read the newsletter however, I became aware once more that whether we find out about it or not, the work that we do has an impact.

In the last two weeks, I have been more careful to notice the number of times that caseworkers have commented to me about some amazing thing that happened in a case, or about some intentional thank you that they received. And today, when a practicum student brought us a cake, I thought about all the students and programs with whom we have learned. I realized that I had lost sight of the value of what we do, and I realized much like the participant in the workshop, that we are on the right track.

Volunteer Mediator Update

SEPARATE MEETINGS PROFESSIONAL DEVELOPMENT SESSION

will be held at Mediations Services on Thursday December 9th, from 7:00-9:00 pm.

Please RSVP with Janine 925-3425

A New Partnership

Greg Barrett

Welcome Michel Villaseñor!

Mediation Services welcomes Michel Villaseñor as a practicum student from Mexico.

Michel is currently attending the University of Manitoba under a grant administered by the *Arthur V Mauro Centre for Peace and Justice*. This mobility grant aims "to create citizens of North America equipped to assess and handle conflict skillfully, peacefully and effectively". The formal name of this initiative is *The North American Conflict Resolution Program: A Cross Cultural Interdisciplinary Experiment in Peace Building*. The project is financed by the *Fund for the Improvement of Postsecondary Education (FIPSE)* of the U.S. Department of Education. Direction for the Project comes from the University of Louisville.

The partner institutions include: The University of Wisconsin-Milwaukee; The University of Manitoba; The University of Montreal; Universidad de Colima, School of Social Sciences and



Universidad Autonoma de San Luis Potosi, Department of Psychology. Over four years 72 students from the United States, Canada and Mexico will participate in this exchange program.

Michel is a psychology student from the Universidad Autonoma de San Luis Potosi. During her internship at Mediation Services, she will focus her efforts at enhancing her understanding of the Canadian Justice System, Restorative Justice and alternative methods of conflict resolution. She will do this by attending courses provided by Mediation Services, working with caseworkers and participating in special learning events. Michel will be with us for the period September to December 2004. She is in the office on Tuesday and Thursday.

Welcome here Michel! We look forward to working with you and learning together.

Volunteer BBQ

Janine Hogue



Group photo courtesy of the United Way of Winnipeg.

The Mediation service Volunteer Appreciation Bar-b-que was a tremendous success!

Staff, volunteers and their families had the opportunity to enjoy each other's company, great food and games in beautiful weather.

We would like to take this opportunity to thank both the United Way and Alitra staff. The volunteer assistance we received through the United Way Day of Caring program made a world of difference at the special event. Each of the Alitra staff brought great energy to our event while encouraging all of us to sit back and enjoy the evening.

You are invited to become a member of our organization!

\$ _____ Individual Member donation (minimum of \$20.00)

\$ _____ Non-member Donation

Members will receive our quarterly newsletter and an invitation to attend our annual general meeting.

Please make cheques payable to:

Mediation Services
302-1200 Portage Avenue
Winnipeg, Manitoba R3G 0T5

Charitable tax receipts will be issued for donations over \$10.00.

Special

Announcements

Congratulations to Charlene and Jon Guenter on the birth of their baby girl Eryn!



Welcome Eryn!

Congratulations to Mike Alexander and his partner Jen on the birth of their baby boy Hunter!

Congratulations to Paul Carick and Hernan Silva on completing their Mediation Apprenticeship!

Congratulations to Adrian Challis and Rick Proven on completing the Mediation Services Certificate Program!

Fall Training Schedule

Dec 1-2(W,Th)	Interpersonal Conflict Resolution
Dec 6-7(M,T)	Dealing with Anger
Dec 10(F)	Informal Mediation for Managers
Dec 13 (M)	Power & Conflict Resolution
Dec 15-16 (W,Th)	Mediation Practice
Jan 6-7 (Th,F)	Interpersonal Conflict Resolution
Jan 13-14 (Th,F)	Culture and Conflict
Jan 17-18 (M,T)	Conciliation Skills
Jan 21 (F)	Dealing with Bullies
Jan 24 (M)	Delivering Negative Feedback
Jan 26-28 (W,Th, F)	Facilitation Skills
Feb 7-8 (M,T)	Interpersonal Conflict Resolution
Feb 11 (F)	Gender Conflict
Feb 14-18 (M-F)	Intensive Mediation Skills
Feb 21 (M)	Polarity Management
Feb 24-25 (Th, F)	Dealing with Anger
Feb 28 (M)	Building a Respectful Workplace

Please call 925-3410 for more training information

Special Reminder:

Power and Conflict Resolution Course December 13, 2004

Effective conflict resolution requires an in-depth understanding of the dynamics of power. This course teaches participants to recognize different manifestations of power, and provides tools for dealing with power imbalances. Participants will increase their ability to create resolutions that endure.

Our Support

Mennonite Central Committee Manitoba, the Manitoba Department of Justice, the United Way of Winnipeg, and the City of Winnipeg support Mediation Services, along with other foundations, private donations, memberships. A strong group of over 60 volunteers whose expertise in mediating, training and other activities also continue to be vital to the organization.

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