



## COVENANT OF UNDERSTANDING

We are entering into a process of understanding and repair with one another. Our relationship is rooted in the belief that, working together, we can help build a resilient, peaceful and equitable community. This relationship includes those who have been harmed by wrongdoing, those who caused the harm, their supporters, volunteer community members, and criminal justice practitioners who seek a restorative justice process to address the needs that an incident of harm created. Our ability to repair the harm is rooted in our values and offers us a chance to practice the qualities that make people great.

What RJ Circle Members will do:

- we will engage in and will approach RJ circle meetings with an open mind and a willingness to share and listen.
- we will hold in confidence information circle members share and what we may otherwise learn, including information about circle members' mental and physical health, family situation, personal habits, and activities.
- we will report to the Restorative Justice Coordinator if anyone is perceived to be in imminent danger to self or others or is being physically, sexually, or emotionally abused.
- we will work to honestly and openly address the needs that wrongdoing created and will collectively and consensually create action plans to repair the harm, developing effective strategies for fulfilling the plan.
- we will engage in training that is rooted in and based on an anti-racism/racial equity framework (which includes but is not limited to training around unpacking implicit bias and in cultural competency).
- we will recognize that as RJD Facilitators, we are not neutral; the work we do is set up to address the harms oppressive structures have on our community, and to name power differentials that wrongly permeate the circles we facilitate.
- we will actively recruit "system-impacted" facilitators, centering their voices and visions.
- we will continually examine our work using a racial equity/systemic oppression analysis so as not to stray from our goal of fixing the harm rather than contributing to it.
- we will provide a place where strategies to repair structural harm may be discussed, developed, and implemented.
- We will collaborate with other community groups led by and serving people of color to keep proper focus and direction.
- we will seek to be present in one another's lives, to listen deeply and respectfully, and to resist moving more quickly than one feels comfortable.

What RJ Circle Members Can Not and Will Not Do:

- we will not proselytize or attempt to influence circle members to become a member of a particular meeting or congregation, or to adopt a particular faith or world view.
- we will not encourage or assist in any illegal activity, and will not engage in any intimate, sexual, or exploitative relationship with participants or with people harmed.