

A REVIEW OF RESTORATIVE JUSTICE

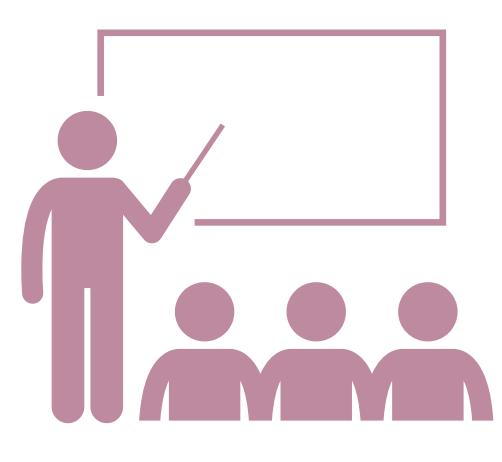
How anti-racist restorative practices can build community and support Black girls in North Carolina schools



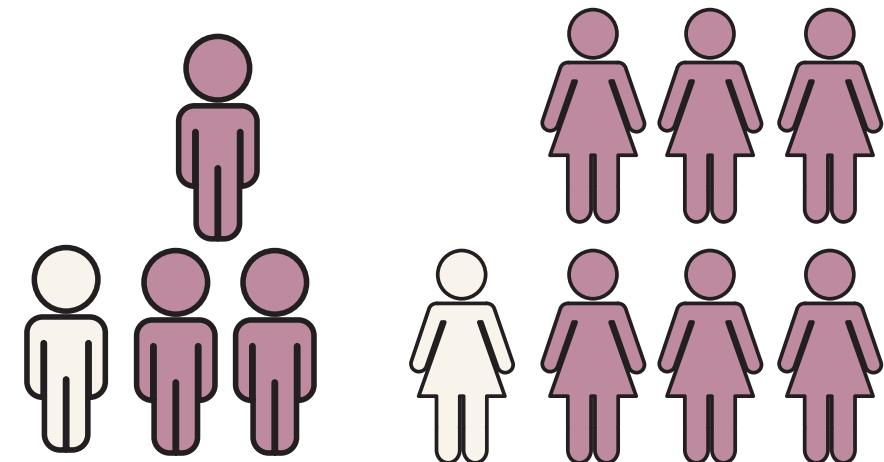
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RTI GGC Femtor: Brittini Howard

NORTH CAROLINA'S SCHOOL-TO-PRISON PIPELINE

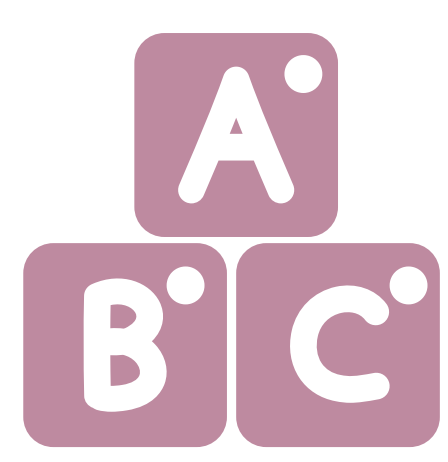
Exclusionary discipline policies like suspension and expulsion are correlated with several negative life outcomes: poor attendance, reduced academic achievement, failure to graduate, increased juvenile justice involvement, and higher rates of adult incarceration. **Black girls** are an often overlooked target of the school-to-prison pipeline, despite being the fastest growing population in the juvenile justice system.



North Carolina students lost **40,000 days** of classroom instruction during the 2018-2019 academic year.



While Black males are suspended **3x** more than white males, Black females are suspended **6x** more than their white female peers.



Black girls make up just **20%** of girls enrolled in preschool, but **54%** of girls suspended from preschool.

WHAT IS RESTORATIVE JUSTICE?

Restorative Justice (RJ) is a transformative framework that prioritizes relationships, interdependency, fairness, shared decision-making, solidarity, and healing. School-based restorative justice provides a promising alternative to exclusionary punishment.

PUNITIVE DISCIPLINE

- What rule has been broken?
- Who broke it?
- How should they be punished?

VS.

RESTORATIVE JUSTICE

- Who has been harmed?
- What are their needs?
- Who bears responsibility for meeting those needs?
- How can the harm be repaired and prevented from recurring?

COMMON TYPES OF SCHOOL-BASED RESTORATIVE PRACTICES



RESTORATIVE CONVERSATIONS



CIRCLE PROCESSES



RESTORATIVE CONFERENCES

RESEARCH METHODS

A **literature review** was conducted to evaluate the impacts of school-based restorative justice programs across the United States.

Dates: August 8, 2022 and December 13, 2022

Search Terms: Restorative, School, Gender, Race, Black Girls

Databases: Education Resources Information Center and Education Full Text

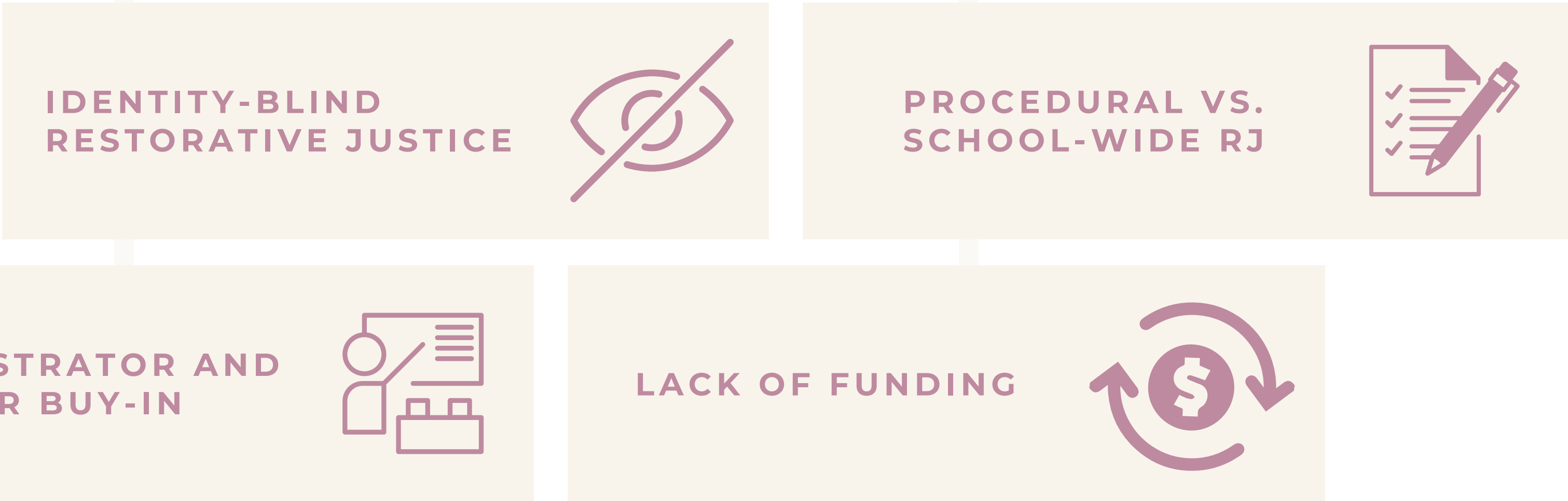
Results: 25 Articles (13 Studies, 7 Literature Reviews, 3 Dissertations, 2 Reports)

RESULTS

Preliminary evidence suggests many **positive outcomes** of school-based restorative justice:

- Reductions in office discipline referrals, suspensions, and expulsions
- Building listening, anger management, and empathetic skills
- Improved social relationships with peers and teachers
- Increased attendance and graduation rates
- Opportunity to address racial and gender-based discipline gaps

BARRIERS TO EFFECTIVE RJ IMPLEMENTATION



RECOMMENDATIONS

- 1 ANTI-RACISM AND ANTI-BIAS TRAININGS**
Incorporate anti-bias workshops into restorative justice training and practices to avoid identity-blind approaches that reproduce inequality.
- 2 COMMUNITY-BUILDING CIRCLES**
Provide frequent firsthand restorative justice experiences to grow teacher and administrator buy-in and build school-wide restorative communities.
- 3 RESTORATIVE JUSTICE GRANT FUNDING**
Seek out grant funding to support restorative justice training and facilitation resources (Ex: Durham County Educator Professional Learning Grants).
- 4 DATA COLLECTION AND EVALUATION**
Conduct annual evaluations of restorative justice initiatives that include both typical discipline data and school safety and climate surveys.

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