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What to Expect in a Restorative Conference

Meaningful outcomes are possible when people are given an opportunity to discuss a harmful situation, express emotions and beliefs and explore ways to address harm.

Prior to a restorative conference, Laura confers with the parties to carefully prepare them for the conference and to discuss who should be included in the process. Support persons may include family members, friends, colleagues, attorneys, advocates, mental health professionals or administrators.

Restorative practices can be used in lieu of, or in addition to, traditional disciplinary, administrative or judicial processes. Participants are free to choose whether and for how long they wish to participate and may withdraw at any time.

To ensure integrity of the process, Laura provides a safe and structured approach to discuss the situation, the impact and consequences of the conduct and means of redressing the harm. She guides the participants through a predictable and transparent process to determine what happened, who has been adversely affected and what needs to be done to repair the harm.

A restorative circle may be used with larger groups to resolve a problem, manage a significant transition or address culture and climate issues. A restorative circle may be utilized, proactively or reactively, to prevent or address bias, harassment, discrimination or other damaging practices.

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