

Principles of Restorative Justice and The Marks of a Multi-Culturally Competent Person

Both the following principles of restorative justice and the marks that will be noted are outcome statements. That is to say, that they describe a “desired state of being or accomplishment” which is contrary to the current practice.

The Principles of Restorative Justice has been achieved when....

- All persons who have been disempowered or targets for marginalization and/or oppression are shown equal concern and inclusion
- The community disdains theological and moral judgments and focuses on the brokenness and pain of those who have been harmed by exclusion or stereotypes
- Persons who have caused harm are held accountable and understand their responsibility to meet the obligations and needs of those whom they have harmed
- Healing and grace are the outcomes for all parties who have accepted their responsibilities and obligations for the disharmony and pain that previously existed and that this process is understood as restorative and not retributive.
- Dialogue has replaced debate and opportunity exists for all to participate equally in the process
- Affected individuals or communities are empowered through their involvement in the discussions and dialogue related to the redress of their grievances
- Collaboration and reintegration are encouraged and coercion and isolation are discouraged
- Space is given to determine if there are unintended consequences of our actions or policies
- All institutions in the church and society acknowledge and accept their responsibility for any policies, procedures or structures that perpetuate injustice and harm to individuals and groups
- Truth and mercy meet in a new space of genuine reconciliation, restoration and compassion

How often do I, *as an individual*:

1. Challenge others on racial/ethnic/sexually derogatory comments?
2. Speak up when someone is humiliating another person or acting inappropriately?
3. Think about the impact of my comments and actions *before I speak or act*?
4. Refuse to participate in jokes that are derogatory to any group, culture or sex?
5. Refrain from repeating statements or rumors that reinforce prejudice or bias?
6. Check out reality before repeating or believing rumors or assumptions about anyone?
7. Recognize and challenge the biases that affect my own thinking?

8. Avoid using language that reinforces negative stereotypes?
9. Assume and convey the message that members of a different race, culture or ethnicity are as skilled and as competent as members of my own race or culture?
10. Get to know people from different cultures and groups as individuals?
11. Realize members of another culture have to need to socialize with and reinforce one another and connect as a group?
12. Accept and reinforce the fact that not everyone has to act or look a certain way to be successful in or valuable to my church?
13. Take responsibility for helping new people in my church, including people of various cultures, ages, sizes, socioeconomic class and ableness, to feel welcome and accepted?
14. Include ALL people in informal networks and/or social events including those who are different?
15. Learn about and appreciate the richness of other cultures and respect their holidays and events?
16. Ask for and plan social events in which all people are able to participate?
17. Encourage individuals of a different race, culture, ethnicity, socioeconomic class or ableness to speak out on their issues and concerns and treat those issues as valid?
18. Encourage individuals of a different race, culture, ethnicity, socioeconomic class or ableness to take risks?
19. Listen to the ideas of individuals of a different race, culture, or ethnic group and give credit both one-on-one and in group settings?
20. Include individuals of different race, culture, ethnicity, ableness and socioeconomic class in decision-making processes that affect them?
21. Hand over responsibility to persons different than I as often as I do to persons of my social identity group?
22. Provide straightforward and timely feedback to all including people who are different?
23. Share the written and unwritten rules of my church with those from different cultures, race, ableness, ethnicity and socioeconomic class?
24. Disregard physical characteristics when making decisions about competence?
25. Take responsibility to help my church meet legal guidelines?
26. Follow and reinforce church policies regarding equal treatment, including confronting others who violate those policies?
27. Consider ALL people for opportunities and positions I have influence over?
28. Keep EVERYONE in the information loop, both formal and informal?
29. Help provide all members with ample training and education to success in their calls and to grow?
30. Provide formal and informal mentoring to ALL new members so they can “learn the ropes”?

31. Make an extra effort to help my church retain members who are of a different race, culture, ethnicity, ableness or socioeconomic class?
32. Reinforce others for behaviors that support cultural diversity?
33. Confront church policies and procedures that lead to the exclusion of anyone?
34. Do all I can to help create an environment in which all members and visitors are respected and valued?
35. Make extra efforts to educate myself about other cultures?
36. Call, write or in some way protest when a book, newspaper, TV show or some branch of the media perpetuates or reinforces a bias or prejudice?
37. Refuse to join or remain a member of associations or groups that allow or reinforce values or practices that are racist, biased, or prejudiced?
38. Participate in volunteer or community activities that are change agent efforts?
39. Make extra efforts to get to know individuals from backgrounds different from my own?
40. Say, "I think that is inappropriate" when I think something indicated prejudice?

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