

Restorative Solutions Committee Description

Ad Hoc Committee Name Restorative Solutions Committee

Mission

The mission of the Restorative Solutions Committee is to address diversity and social justice concerns within the Kent School of Social Work using a restorative justice approach.

Vision

The vision of this committee is to create a more equitable Kent School of Social Work.

Principal Purpose

The principal purpose of the Restorative Solutions Committee is to determine the primary and contributing factors related to the incident and establish corrective steps and preventive steps using a restorative justice approach. Incidents can be reported by faculty, staff, students, alumni, or community partners. Incidents that are related to a current or an historical event may be received. Likewise, reports may be received that are detailed or anonymous (either because the individual who reported requested no follow up, or the information provided was not specific enough for follow up to occur with incidents). The committee is challenged to identify trends and problem areas to determine if changes are needed.

Definitions

Zichello & Thomas (2010) define an event as an interaction that was unintentional or occurred through a careless act, which increased the risk of equity for students, faculty, staff, alumni, or community partners. We embrace this definition with the addition of also being concerned when events are intentional and cause harm. For this reason, both intentional and unintentional events would be considered by this committee.

Restorative justice is a process by which the hurts and needs of both the victim and person who has committed the offense are addressed in such a way that both parties, as well as the communities which they are part of, are healed (Reyneke, 2011).

Goals

- Based on trends and data collected from reported incidents, the committee will develop and implement training/educational opportunities to Kent School faculty, staff and students as needed. The committee will review incidents regarding diversity and social justice that arise throughout the school year and provide recommendations using a restorative justice approach.

Committee membership

Restorative Solutions Committee Description

Committee members will include 3 faculty members, 2 staff and 4 Community Advisors. Two of the Community Advisors will have graduated from the Kent School within the past 5 years. Committee members will rotate every 2 years. Once the Committee has been active for two years, the terms of the Committee will be staggered so that there is some continuity from year to year rather than having a brand new group every two years.

Committee member availability

The Kent School of Social Work is committed to addressing concerns in a timely manner. As such, an initial review will occur within 72 hours of the incident. Meetings may occur in person, or via the Zoom video platform. The Committee will meet with the Program Chairs, the Dean and the Associate Deans once annually to review and reevaluate structure and process of the Committee.

Faculty and Staff role

Faculty and staff committee members will serve as learners, listeners and amplifiers the voices of Community Advisors. Moreover, faculty and staff who identify as white should be mindful of not centering whiteness within the conversation. After each review session conducted by the Restorative Solutions Committee, the faculty and staff will present a report with embedded recommendations to the Dean.

Chair role

The Chair of the Committee will be a Kent School faculty member, and inform the rest of the members of the Committee when an incident has been reported. The Chair will be responsible for gathering all materials related to the incident, and presenting it to the Committee in the form of a confidential email. The Chair will also be responsible for coordinating the response meeting within a 72 hour window. The Chair will track and approve the time of the Community Advisors who work in partnership with the Committee.

Community Advisor role and participation

The Kent School of Social Work acknowledges the contributions of non-campus community partners and will provide monetary compensation for their time and expertise. The rate of compensation has been determined based on the current Kent School budget and is \$20 per hour, with a maximum of four hours per month. Community Advisors will be compensated as

Restorative Solutions Committee Description

“vendors” through the university system. The Kent School recognizes that this rate may not reflect the individual’s worth, or current rate for engaging in consultation work, educational or activism work within the community. The tasks of the Community Advisors will be to review materials sent to them by the faculty members when an incident is reported. The Community Advisors will come prepared to engage discuss the incident with the Committee, and to make recommendations on each incident as they arise. In order to reach a quorum for the Community, 2 Community Advisors will need to attend the discussion/recommendation session with the Committee.

Confidentiality

Members of this committee will sign a confidentiality agreement.