
Honeycomb Justice

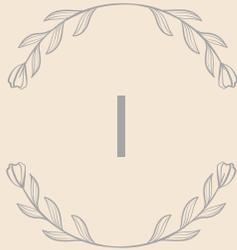
Restorative Responses to LGBTQ+ Hate Crime

HEALING . JUSTICE . SYSTEMS CHANGE .



FACILITATOR CONSIDERATIONS

Systems Level



- Inherited Harm Legacies
- Exclusionary Policies
- Uninformed Procedures

In the Restorative Process



- Frameworks that communicate what's important
- Supported education for all parties

Self & Team



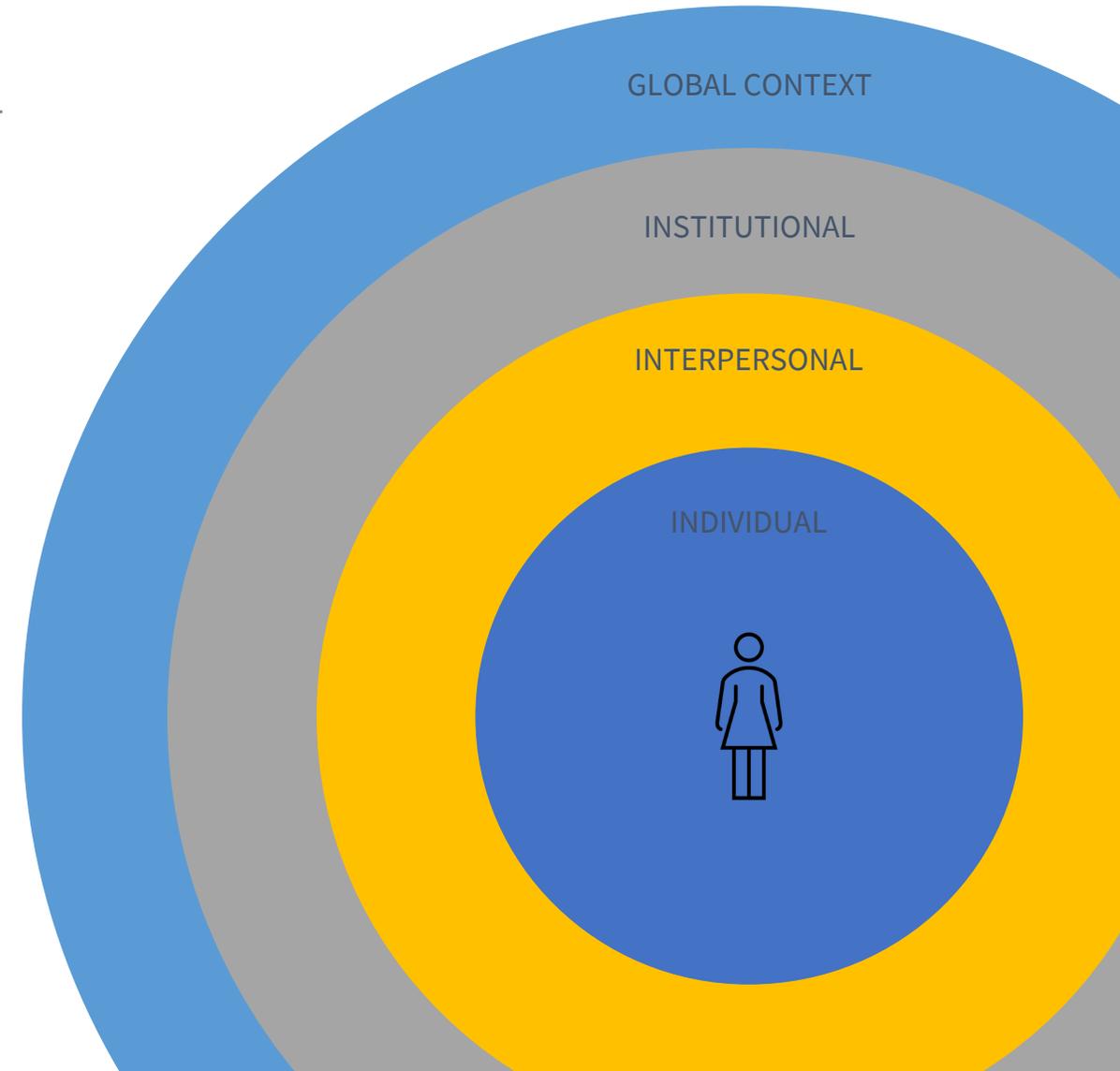
- Expanding the best practice dialogues to include the established best practices of marginalized groups

CYCLES OF VIOLENCE

“Manifestations of violence tend to be **perceived as discrete events**, rather than as moments of **historical, multi-dimensional** (social, economic, political, cultural, and psychological) **processes of vicious circles**, involving the following interacting phases:

- **Social-structural violence** within and among human groups, establishing domination over, and exploitation of, individuals, social groups, and peoples;
- **Counter-violence** by dominated and exploited people, social groups, and peoples, generating chain reactions of violent feelings, attitudes, relations, and interactions; and
- **Repressive social structural violence** in response to counter-violence, aimed at controlling, punishing, and ‘correcting’ perpetrators of counter-violence, and deterring further counter-violence,”

- David G. Gil, Handbook of Restorative Justice



CONFERENCING PROCESS

Honeycomb Justice



Inquiry

The facilitator team meets with each potential participant and utilizes restorative inquiry to gauge accountability, interest, harms, needs, and safety concerns.



Pre-Work

Examples: (1) mental health support, (2) learning around the harm, (3) self reflection.

Conference

Scripted process that walks participants from storytelling to solutions.



Follow Up

Supported mentoring that ensures obligations are met post process.



HEALING CENTERED APPROACHES

“A healing centered approach is **holistic** involving culture, spirituality, civic action and collective healing. A healing-centered approach views trauma not simply as an individual isolated experience, but rather highlights the ways in which trauma and healing are **experienced collectively**. The term healing-centered engagement expands how we think about responses to trauma and offers more holistic approach to fostering well-being.”

- Shawn Ginwright, 2018

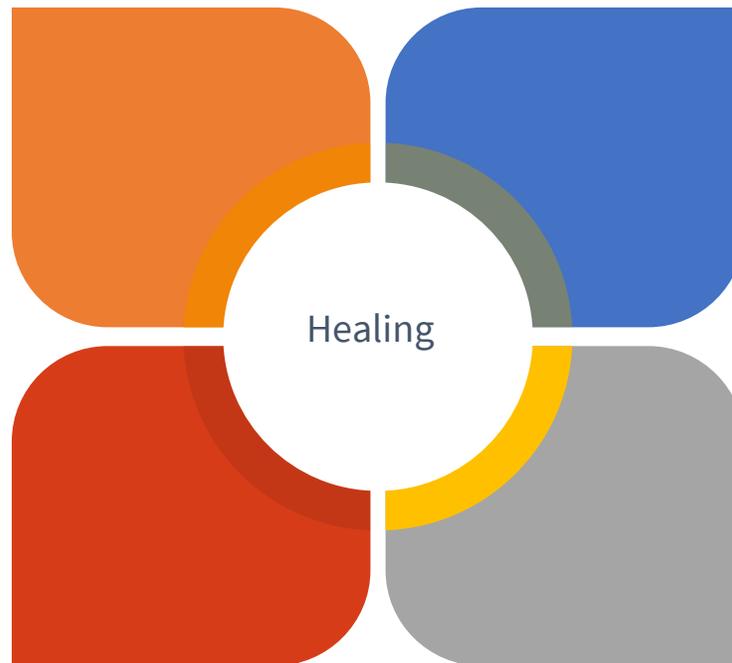
HEALING CENTERED APPROACHES

CELEBRATE CONSENT

Illuminate varying ways in which people can participate. What does low, medium, and high contact look like within your activity.

FRAME TO INSPIRE EMPATHY

Provide opportunities for sharing, witnessing, and reflection. Dedicate intentional time for community within every setting.



CHALLENGE SUSTAINED TOXICITY

The work should combat the systems that sustain social / structural determinants of trauma in the micro and macro.

ROOT IN OFFERINGS & ASSETS

Restorative Justice practices should highlight the assets of the individuals within the process.