

Schools

- Make policy changes in school to support Restorative Justice practices not punitive discipline
- Address zero-tolerance policies
- RJ language in handbooks and policies
- Re-entry processes for youth out on suspension, alternative placements, and expulsion
- Keep kids in school – interrupt the school to prison pipeline
- Schools need to hire elementary teachers that are trained in restorative practices
- Train teachers/administrators in RJ practices in college and then hire those who are acculturated to RJ practices rather than traditional retributive discipline practice – make it mandatory
- Heighten cultural responsiveness in schools
- Community/family involvement in suspension/expulsion decisions
- Change education curriculum for higher ed
- Add social and restorative aspects to student curriculum
 - Lifestyle classes
- Reduce encounters between law enforcement and youth while youth are in school
- Access community resources/support for students when they have to be expelled or suspended
- Stop labeling kids
- Strengthen parent/family involvement
- Community building and relationship emphasis within classroom and on school campuses
- Extended day opportunities for students who are behind academically
- Focus on increasing student engagement in activities and lessons in classroom
- Provide flexibility in policy for administrators to be able to respond to needs of the youth in their community
- Specialized training and role changes for School Resource Officers
- More mentoring opportunities
- Start early enough that we don't lose kids to gangs
- Vocational training in schools
- Intergenerational opportunities for connections/mentoring

Justice

- Stop mandatory sentencing for juveniles
 - Get rid of Measure 11 in Oregon
- Police need training in restorative interventions and practices
- More community supervision programs
- Create RJ alternatives to criminal justice system – focus on diversion
- Address underlying needs
- Create space and reallocate power toward community voice in defining justice and determining how justice should be administered for themselves (the community)

Equity

- Testing for bias when hired
- Equity training focus and diversity in hires--- key to changing current exclusion practices and policies
- More training on cultural diversity

- Hire cultural/community liaisons and interpreters
- Don't give up on any youth – continuous and consistent intervention and support
- Don't expect people of color to “teach us” – it's not their job or responsibility – we (white majority) created the system, not them.
- Recognize historical trauma

Accountability

- Processing of complaints about personal appropriately – ensure that and complaint is taken seriously and investigated
- Accountability for those that practice bias actions
- Counseling/consequences for staff if they show biases
- Community advisory/coalition for oversight of police force
- Be aware of and address unintended consequences of our practice

Collaboration/Relationships/Engagement

- Increase connections with each other
- Authentic community engagement where under-represented students/families have a voice
- Increase connections w/students
- Increase knowledge “circles”

Training/Education

- Train staff and police in de-escalation techniques
- More education in mental health, cultural barriers, etc.
- Community Organizations to rally to educated in skills building
- Educate on how black males survive
- Address fear of “super predator” through education and marketing

Programming

- Opportunities for Yoga, meditation, mindfulness – specifically to address trauma
- Officers need get involved in community events and work with young people like the GREAT program
- Child Development/Head Start Programming

Social Policy

- Nationalized Childcare
- Affordable housing
- Access to healthcare
- More federal/state funding for community prevention programs
- Increase employment opportunities
- More money to education, less to prisons
- How to deconstruct the social hierarchy?
- Focus on prevention