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# YWCA IS ON A MISSION

eliminating racism  
empowering women

**ywca**

*WELCOME!!!  
BIENVENIDOS!!!*

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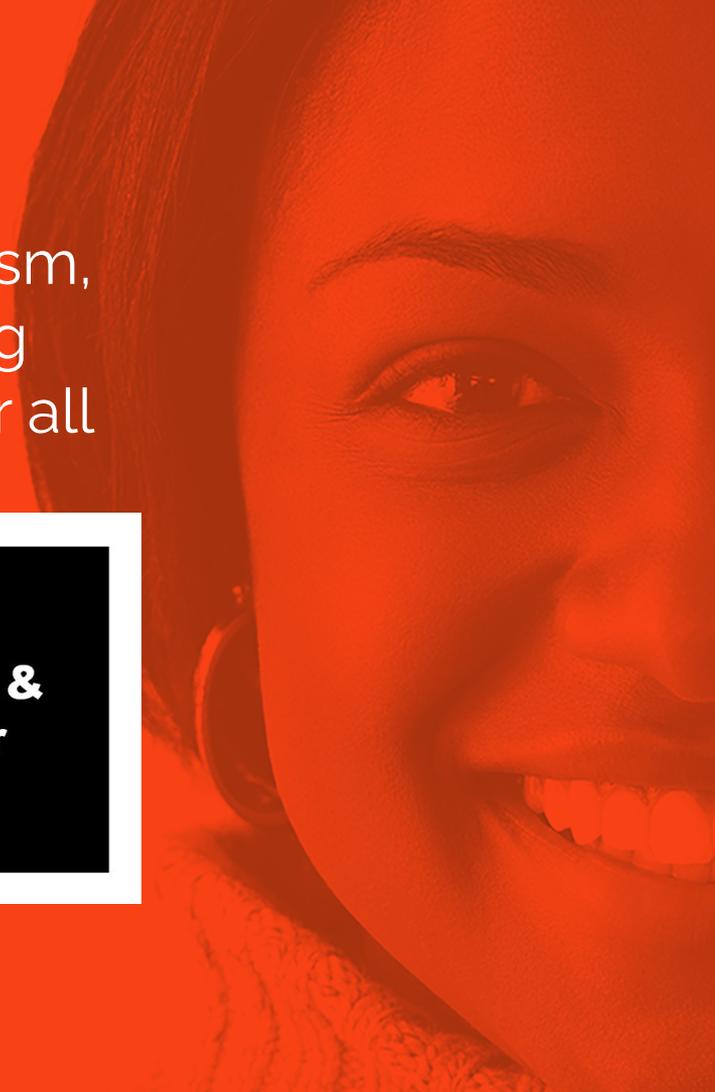


YWCA is dedicated to eliminating racism,  
empowering women, and promoting  
peace, justice, freedom and dignity for all

**Race &  
Gender Equity**

**Job Training &  
Transportation**

**Housing &  
Shelter**



“A justice that seeks not to punish, but to heal. A justice that is not about getting even, but about getting well. A justice that seeks to transform broken lives, relationships, and communities rather than damage them further. A justice that seeks reconciliation rather than a deepening of conflict. A justice that seeks to make right the wrong rather than adding to the original wrong. A healing justice rather than punishing justice. A restorative justice rather than retributive justice.”

- **Fiana Davis**



# The paradigm shift in three questions

## Retributive/Punitive

What rule/law was broken?

Who did it?

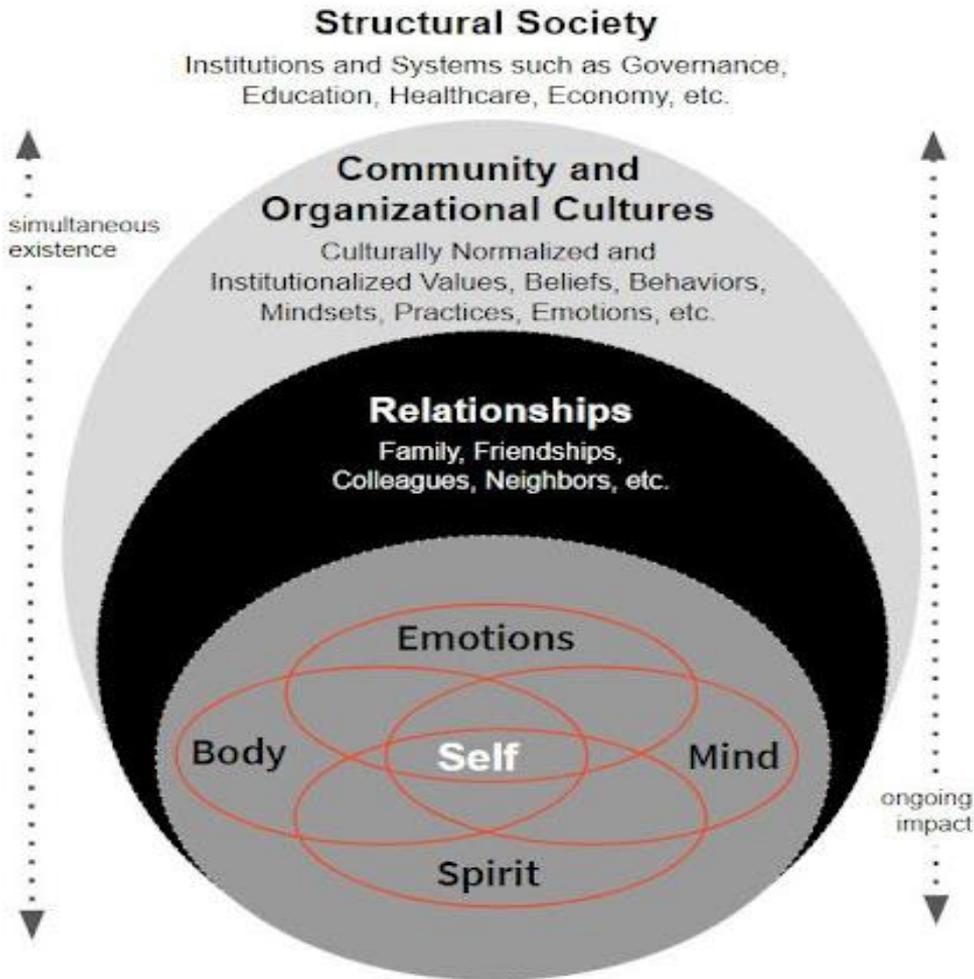
What punishment do they deserve?

## Restorative

Who has been harmed/impacted by what happened, and how?

What are their needs and responsibilities of everyone impacted?

How do all impacted come together to address needs and responsibilities and heal harm?



# YWCA Madison Multidimensional Approach

- Restorative Justice in Education
- Restorative Justice in the Community
- Professional Development

# YWCA Restorative Justice Program

## Restorative Justice in Education

- MMSD
  - Intense Support:
    - Cherokee Heights MS
    - Black Hawk MS
    - James C. Wright MS
- Monona Grove:
  - Medium Support:
    - MG21 Liberal Arts School



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Restorative Justice In the Community: Partnership with the different municipalities and DCDHS in collaboration with Briar Patch

**Madison, Sun Prairie, Middleton, and Cross Plains**

- Youth 12-16 yo who qualifies for a municipal ticket (non-traffic) is referred to RJ and have no record upon completion.
  - Municipal Courts: Refer to RJ 12-17 yo to RJ process instead of fines or other punishment
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# Data

2019

641 mpd referrals

505 opted into RJ

83% of these referrals were youth of color

46 Municipal Court referrals

## Recidivism

35 were referred again (5%)

95% were not referred again

**2022 referrals have gone down to approximately 114**

# Progress and collaboration with MPD

Through our partnerships, collaboration and learning, we have developed practices which included eliminating discretion from the officer, so every youth who would have received a non-traffic municipal ticket has the option to participate in restorative justice as well as the creation of an internal system within MPD so the youth automatically receive a referral instead of holding a municipal ticket in abeyance. This means that youth who participate have no record of this interaction following them which has been an issue for young people who want to enroll in the military or have to navigate immigration systems, for example.

# Progress and collaboration With City Council

In 2021 a Madison City Resolution was passed that integrates this process into how we officially respond to youth and makes it the first option and not an alternative to municipal court.

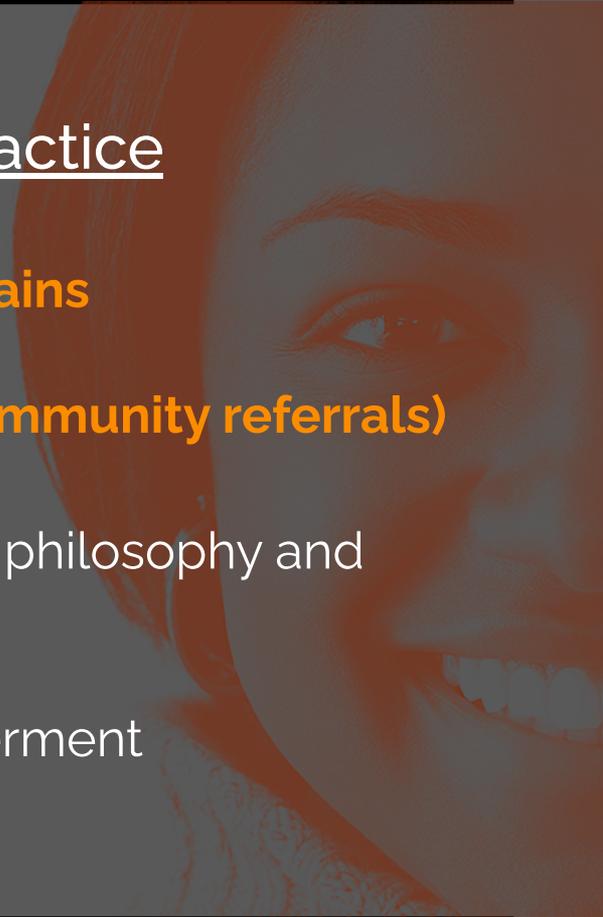
**Endorsing all aspects of the restorative justice programs and encouraging MPD to take necessary steps to expand these programs.**

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# Violence Prevention Communities of Restorative Justice Practice

## **Madison, Sun Prairie, Middleton, and Cross Plains**

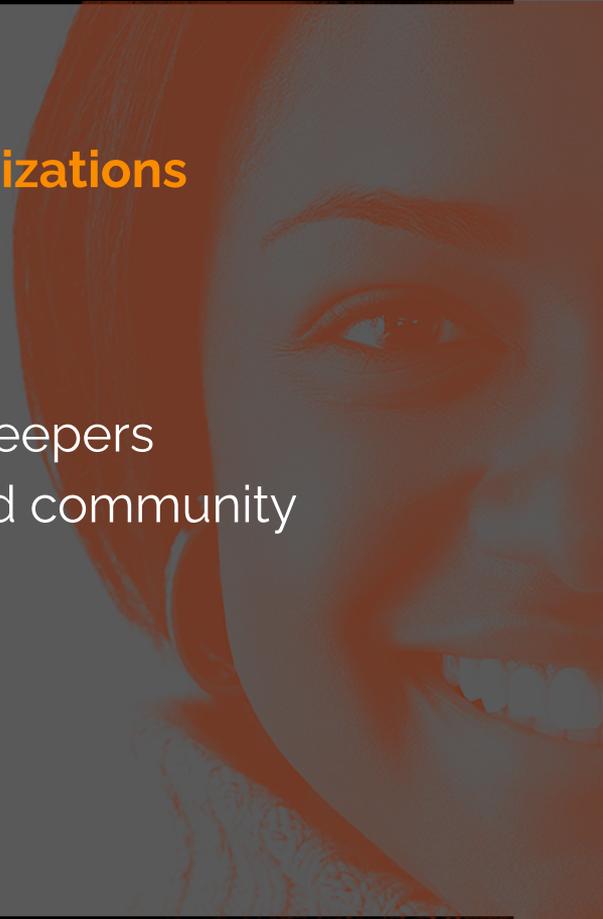
- Healing Processes responding to harm **(community referrals)**
- Support community centers to develop RJ philosophy and practices.
- Youth and families education and empowerment
- Meadowood, Kennedy Heights, South Side



## Professional Development

### **Schools, Community, Youth, families, & organizations**

- 3 day (18-24hrs) intensive training series
- 2-4hrs experiential workshops
- 10 day youth curriculum for school circle keepers
- RJ club curriculum for youth in schools and community centers
- Restorative parenting workshops
- Circle Practice in the community
- RJ Experiences for the community

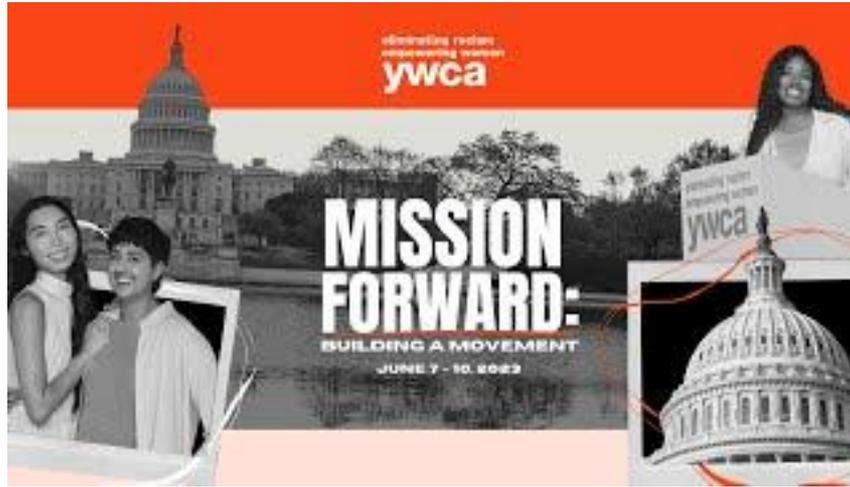


## Restorative Justice Models: Restorative Conversation and Circle Process



## Policy as a love language to the community:

Congresswoman Ayanna Pressley at YWCA National Conference in Washington DC



# YWCA Restorative Justice definition

Restorative justice is an anti-racist and decolonizing movement rooted in indigenous knowledge that recognizes the interconnectedness, value and intrinsic worth of all parts of creation. It aims to interrupt and dismantle the cycle of harm through the medicine of collective radical vulnerability and love.

Restorative Justice is abolitionist. It recognizes the need to heal, repair, and transform the historical and transgenerational harm from our society's practices and systems of retributive and unjust law embedded in white supremacist hetero-patriarchal and capitalist culture.

Restorative justice is about nurturing relational, interconnected cultures and empowers communities to meet our needs and mend the relationships that make us whole.