

# Healing-Centered Restorative Engagement

Recognizing - what is causing harm in the moment/situation

- is it miscommunication;
- is there an unspoken expectation/ need that is not being addressed;
- was this an agreed-upon expectation or is it from socialized/dominant culture norms

Discovering Strength {already present} - how can what's right be used to:

- heal, restore connection, understanding, or empower the person who is being marginalized in this moment

Repairing Relationships -

- Who has been hurt? • What are their needs? • Who has the obligation to address these needs, to put right the harm, and to restore the relationship?
- This is about, reestablishing a two-way street of trust/connection, owning our impact when it doesn't match our intent.

Reflection - this should be done independently & as a team. Pause & Breathe, getting out of crisis mindset.

- Ask: What happened today? Is there a story/understanding I'm missing that contributed to today's events? What went well, What could have gone better? What should we continue doing, what should we look at doing differently



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Nurturing & Building - what will help support both people to have a meaningful connection

- What do you need & what do I need?  
What do we need as a team?
- Do we need to set or adjust our norms of engagement/communication?
- What is our shared understanding of being a team?
- What is our shared understanding of:
  - what does it mean to be a supportive leader?
  - what does it mean to be an engaged teammate?
- What is our unique & shared understanding of our roles on the team?
  - what are our complementary strengths as a team or leads?
- What is our shared understanding of communication norms?
- What is each of our responsibility in communicating & working together as a team?
- What is our shared understanding of norms around how we engage with each other?