

RESILIENCE ADVOCACY PROJECT RESTORATIVE MEDIATION

01

KEY POINTS FROM PART 1 OF THE DISCUSSION

These are the major takeaways from the discussion where individuals were able to lay out their thoughts and observations related to the incident with the former intern and work environment.

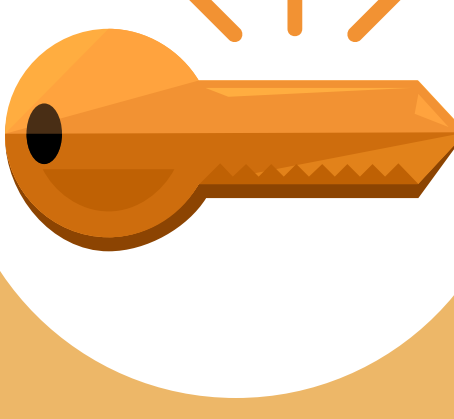


Self Reflection & Analysis

Khadijah:
- Took steps to protect the staff and the organization
- Removed herself from the process

Elisa:
- Managed the crisis as it was happening in the moment
- Informed team member regarding boundary considerations

Tenee:
- Offered multiple opportunities for the former intern to repair the damage that was done
- Wrote the restorative framework for the former intern to complete



Key Actions

Khadijah:
- Notified the partner of the incident in order to protect the organization
- Identified that the former intern was a person in crisis

Elisa:
- Identified the need for an onboarding policy and proposed not implementing an intern program
- Detailed the communication gap in bringing on the former intern

Tenee:
- Responded via text to ensure documentation and clarity
- Identified that there was no onboarding process for the former intern



Group Creation

- Anatomical analogies for the role of each member of the leadership team

- Language around engaging one another in a time of disagreement or crisis

- Response time & protocol for responding to issues or concerns

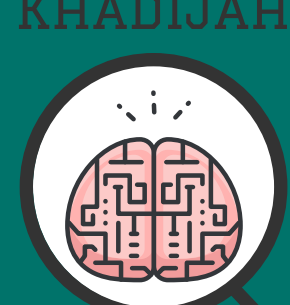
- Vision pathway for individuals who matriculate through the organizations programs and services

02

KEY TAKE AWAYS FROM THE GROUP CREATION OF THE DISCUSSION

These are the major observations from the discussion regarding the function of the organization (utilizing an anatomical analogy)

KHADIJAH



30% Organizational Expansion & Functionality

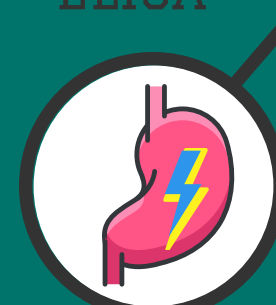
TENEE



30% Operational Solvency



ELISA



30% Organizational Processes & Integrity

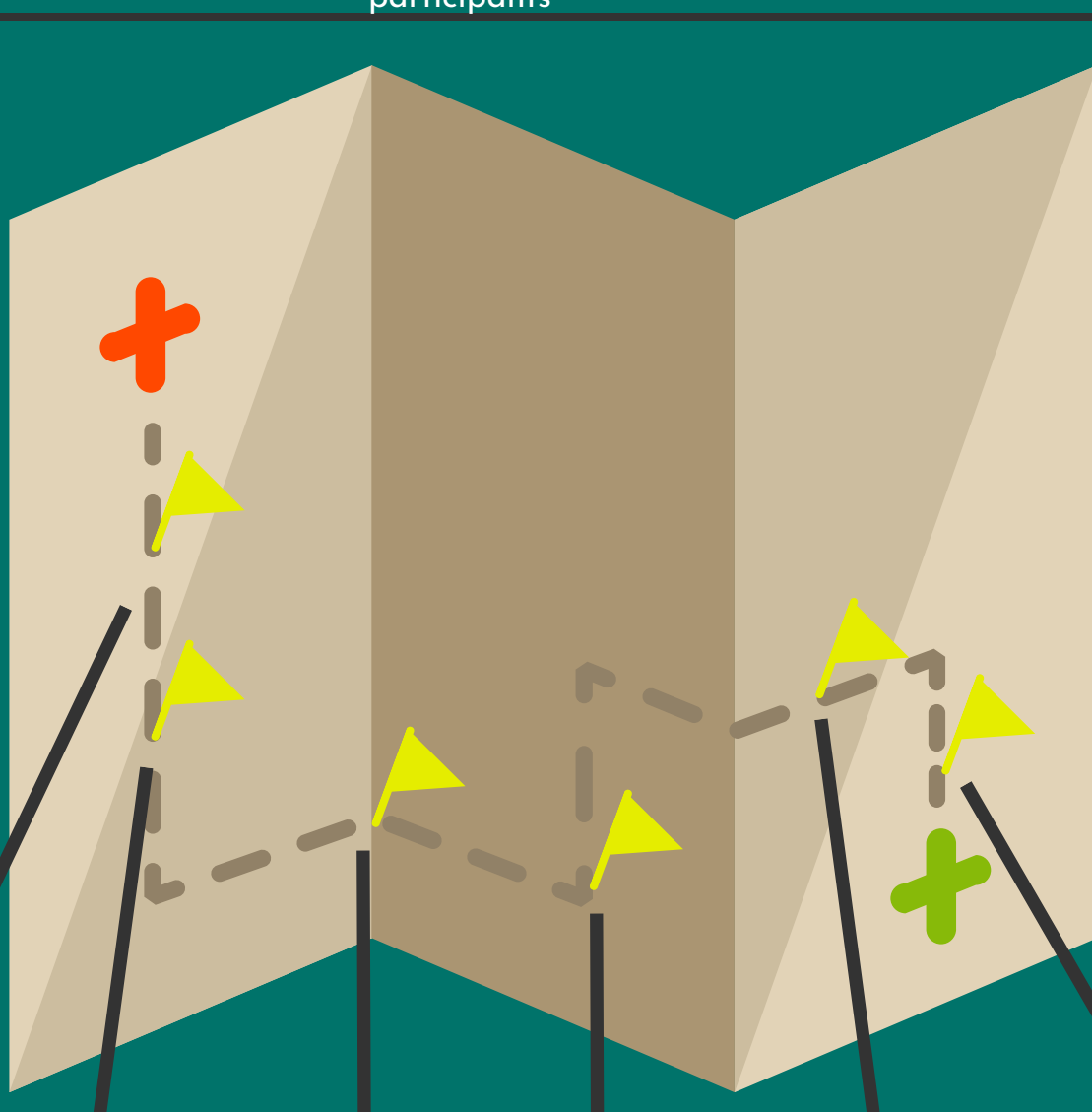


10% Organization Cohesion & Mission Focus

03

Map to Success

Here we can look at key points that will strengthen the workspace and the anecdotes that will assist in reaching the goals set by the participants



Create a space where everyone feels open to share productive feedback with.

Use the language "Can we RAP about that" via text with an indicator of the topic or in conversation.

Identify a pathway to completion for ALL RAP programs, initiative, and fellowships.

Be clear in planning all programs and coordinating with staff on upcoming projects.

Allow for each member of the leadership team to fully embrace the role that they have and empower one another with their experience and adherence to their organizational functionality.

Be dedicated to cohesion of the organization and the team.

04

Positive Takeaways

These are the things that team members observed individually over the course of the discussion.

Tenee

That we got to the point of clarity of wiping off the internship as a visual was powerful

Appreciated all of the commentary so much

Appreciated Tenee's rule that silence is golden

Elisa pointing out certain tones, volumes, and forms of emphasis made her feel silenced

Seeing the visual breakdown made things much clearer

Having Khadijah's commentary about working here and her vulnerability

Elisa providing understanding about where and how she felt about decision making and the team

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