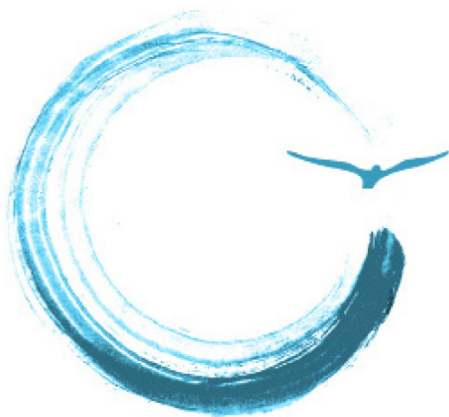


OUR RESTORATIVE CIRCLES SYSTEM

FOR AUROVILLE



Restorative Auroville
restorative@auroville.org.in
Edition: July 2017

We offer the following Restorative Circles System for the larger Auroville community, and for anyone in and around Auroville who feels moved to engage.

*"Power without love is reckless and abusive,
and love without power is sentimental and anemic.*

*Power at its best is love implementing the demands of justice,
and justice at its best is power correcting everything that stands
against love."*

~ Martin Luther King Jr.

Restorative Auroville
L'aura, Janet, Shanti, Hélène and Kati
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THE RESTORATIVE SYSTEM

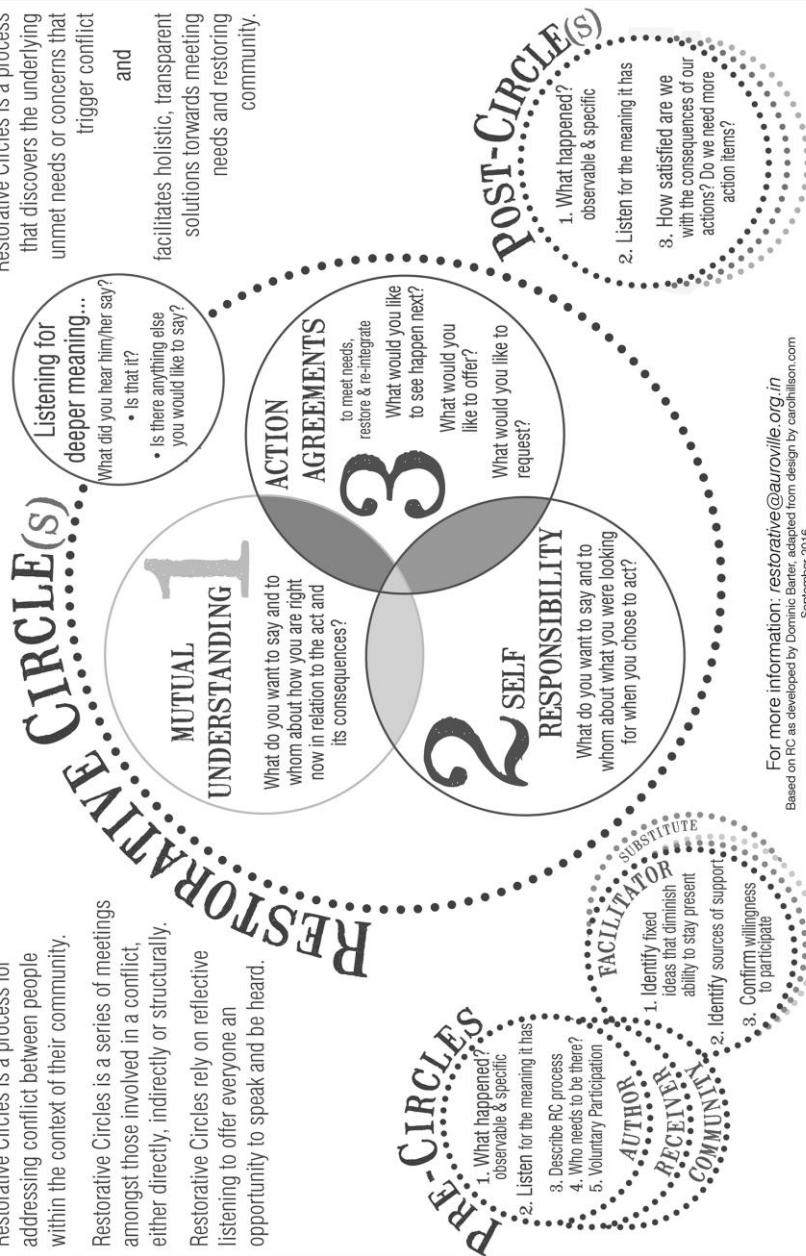
Restorative Circles is a process for addressing conflict between people within the context of their community.

Restorative Circles is a series of meetings amongst those involved in a conflict, either directly, indirectly or structurally.

Restorative Circles rely on reflective listening to offer everyone an opportunity to speak and be heard.

Restorative Circles is a process that discovers the underlying unmet needs or concerns that trigger conflict and

facilitates holistic, transparent solutions towards meeting needs and restoring community.



For more information: restorative@auroville.org.in
Based on RC as developed by Dominic Barter, adapted from design by carohillson.com
September 2016

A RESTORATIVE CIRCLE (RC)¹ is a community process designed to hold space for those in conflict. It brings together the three parties in a conflict – those who acted, those directly impacted, and the wider community – within an intentional systemic context, to dialogue as equals. Participants invite each other and attend voluntarily. The dialogue process used is shared openly with all participants, and facilitated by a community member. The process ends when actions have been found that bring mutual benefit and nurture the inherent integrity of all those involved in the conflict.

Restorative Circles are facilitated in 3 stages, and are designed to identify the key factors in the conflict, reach agreements on next steps, and evaluate the results. As Circles form, they invite shared power, mutual understanding, self-responsibility and effective action within the community.

THE ROLE OF RC IN AUROVILLE

RC is offered as one of Auroville's Conflict Resolution options (among others offered by Koodam, such as Mediation, Arbitration, etc).

Although we're still in the early phases of implementing this process in Auroville, we're happy to say that people are calling Circles, and in several cases the process has supported forward movement and renewed willingness to engage.

¹ Restorative Circles are a specific restorative practice whose development began with the work of Dominic Barker in the favelas in Rio de Janeiro in the mid 1990s and continues with a growing community both in Brazil and internationally.

PARTICIPATING IN A CIRCLE

The RC process is voluntary and open to all. It's simply a tool that can support us in responding to conflict, for those who choose to use it.

Anyone can initiate a Circle – whether you're upset by an incident or issue, or you upset someone else, or you're not directly involved but feel concerned, you can call a Circle.

Anyone can be named to be invited to a Circle. And if someone isn't named, but is moved to participate, he/she can contact the Facilitator and request to be included.

HOW TO CALL A CIRCLE

Send an email to restorative@auroville.org.in, or speak in person to any of the following: L'aura, Janet, Shanti, H       or Kati.

A Facilitator will follow up with you, hear your concerns, explain the RC process, and confirm whether you'd like to go ahead with a Circle or not.

COMMUNICATION WITHIN THE SYSTEM

Most communication regarding Circles will be sent via email to those named, and we may follow up with a phone call. Each new person who engages with RC will receive a poster with an overview of the process (see visual on previous page). This poster is also distributed again at the Circle.

SHARING OUR EXPERIENCE WITH OTHERS

As Circles occur within the community context, we see value in people sharing their experience with others (who didn't participate). At the same time, we understand that some people may prefer to not have certain things repeated outside of the Circle without their agreement. In those cases, we invite them to make requests as part of the Action Agreements.

THE FACILITATION OF RESTORATIVE CIRCLES

The Facilitator is a dynamic role, selected according to individual availability and willingness, and so therefore can change from Circle to Circle.

As Facilitators, we are committed to serving the emergent wisdom of the Circle, offering questions sourced from the RC process. Our intention is to hold space for dialogue, to track meaning in what people say, and to write down any shared agreements.

CO-FACILITATION

We encourage partnership and learning among Facilitators and usually suggest that more than one Facilitator be present for each Circle. This also allows for new Facilitators to be partnered with more experienced Facilitators, and for ongoing opportunities for collaboration and accountability.

THE FACILITATION JOURNEY

As Facilitators, we are committed to ongoing learning and integration of the RC process and principles. We encourage the following as criteria for anyone wanting to begin facilitating Circles.

A. THEORY

- Attend at least one 2-day RC Workshop (and preferably many more)
- Read and understand the RC Handbook (and preferably re-visit it regularly)
- Watch Dominic²'s video clips (and preferably re-visit them regularly)
- Investigate and engage with others doing research in this field (for example: Restorative Circles group on Facebook)

B. PRACTICE

- Attend weekly Practice Group (regularly for at least 4-5 months, and preferably longer)
- Practice all roles in Semi-Simulated Circles: Author, Receiver, Community, Facilitator and Co-Facilitator

² Dominic Barter developed the Restorative Circles process.

C. SKILLS

- Ability to hear and reflect meaning
- Ability to track the dialogue and action agreements
- Presence and discernment

D. WALKING OUR TALK

- Ability to hold space and hear meaning when triggered
- Ability to receive feedback (within the Circle and/or separately from colleagues)
- Ability and commitment to work through internal team dynamics and conflicts
- Ability and willingness to ask for empathy/support when needed

E. SYSTEM BUILDING

- Stay actively engaged with the “Restorative AV” Team / project
- Support strategies to strengthen our RC System
- Record anecdotes and share your experiences

FACILITATOR’S ROLE & TASKS

- Pre-Circle the person wanting to call a Circle
- Send email to all people named [template available]
- Connect with Co-Facilitator(s), divide up Pre-Circles
- Pre-Circle all those named (individually or in groups if appropriate)
- Fill in “Live Circles Record” Googledoc
- Engage with any community feedback received about the Circle
- Arrange for Facilitators’ Pre-Circles
- Coordinate dates and venue for Circle(s) and Post-Circle(s)
- Record Action Agreements and email them to all those who attend Circle [template available]
- Send out Feedback Form after Post-Circle is over (to those who attended Circle and/or Post-Circle)
- Complete (Co-)Facilitator(s) Self-Evaluation Forms
- Debrief learning and celebrate
- Attend “Restorative AV” Team Meetings as and when relevant Circles are posted on the Agenda (to be coordinated)

CO-FACILITATOR'S ROLE & TASKS

- Work in coordination with Facilitator and Co-Facilitator(s)
- Support with Pre-Circles (begin with shadowing Facilitator, before taking on Pre-Circles alone)
- Hold space during Circle(s) and Post-Circle(s) and hear meaning (begin with silent presence for first few Circles)
- Support in Co-Facilitator's role for 3-4 Circles (or more) before assuming Facilitator's role
- Attend "Restorative AV" Team Meetings as and when relevant Circles are posted on the Agenda (to be coordinated)
- Viewing access to restorative@auroville.org.in

FACILITATION SELECTION

For the moment, we select Facilitators and Co-Facilitators based on individual availability and willingness. As our team of Facilitators grows, we will likely need to incorporate a different method (like an alphabetic roster, for example), so as to support a sense of shared power and shared access among all Facilitators.

Available Facilitators:

- L'aura
- Shanti
- Hélène

Available Co-Facilitators:

- Janet
- Kati

JOINING THE TEAM OF FACILITATORS

- Contact the "Restorative AV" Team and make known that you'd like to join the team of Facilitators
- Arrange for a meeting to present your intention, share your own self-evaluation, and receive feedback from other Facilitators on the following:
 - Understanding of RC process, connection to deeper philosophy, ability to hear meaning, to track dialogue, quality of presence, discernment, ability to receive feedback, and general readiness
- Jointly decide on next steps:
 - Readiness, and/or whether to shadow in upcoming Circles, etc
- Engage with continued growth and learning

LEARNING ABOUT RESTORATIVE CIRCLES

RC WORKSHOPS

We offer regular 2-day RC Workshops. [See the News & Notes and other publications for our upcoming dates.]

We explore together what justice means, and how we dream an ideal response could be when the need for justice arises. We review and practice the RC process, as well as explore some of the underlying principles behind the restorative justice movement.

RC PRACTICE GROUP

If you want to deepen your understanding of RC and practice the process, we encourage you to join our weekly Practice Group (Thursdays, 4.30-6.30pm).

The Practice Group provides both an opportunity to practice Facilitation, and to experience being in a Circle as an Author, Receiver, or member of the community. Our priority is to offer support in learning the skills and craft of Facilitation.

- Prerequisite: that you have attended (at least) one 2-day RC Workshop
- Attendance is on a drop-in basis, although regular participation is encouraged
- Special Allowance: A visiting guest especially interested in RC may attend Practice Group as a silent observer (without having attended a prior RC Workshop, but is encouraged to join next available Workshop). Please contact the “Restorative AV” Team for permission prior to attending.

OUR “RESTORATIVE AUROVILLE” PROJECT aims at raising awareness about RC as a process, but also about the underlying principles, and what it might mean to co-create a functioning restorative justice system in Auroville. In addition to facilitating live Circles, we also offer regular RC Workshops and Practice Groups, and we organize and host different community events aimed at raising awareness about peace, reconciliation and justice. Some of our events have included: a 3-day Cross-Cultural Restorative Dialogue (with monthly follow-up dialogues), a 1-week FilmFest on the theme of “Restoring Connection,” World Cafes, and more...

JOINING OUR PROJECT TEAM

Our hope is to contribute towards the co-creation of an alternative and restorative justice system in Auroville. We offer RC as one way to hold space for such transformation. Our vision is big, and we welcome support. If you feel moved to join our team, or to support our work in other ways, please reach out!

TEAM TASKS

- Read our Project Proposal and feel inspired and resonate with our vision
- Attend Team Meetings
 - Be a Silent Observer for first 2-3 meetings (with check-in and check-out, plus space for questions at the end)
- Attend RC Workshops (whenever possible) and Practice Group (regularly)
- Develop and grow our RC System, as appropriate
 - Support with teaching, Circles, strengthening our System, community activities to raise awareness, etc
 - Review System agreements and Facilitator agreements, as appropriate
 - Implement Substitution, if/when we are ready for it as a community
 - Address any issues that may arise within the System, or within the Team
- Monitor email ID, and respond
- Track requests for Circles until a Facilitator is identified

- Maintain a resource database:
 - Facilitators & Co-Facilitators
 - Participants of Circles
 - Workshop & Practice Group participants
 - Participants in our community activities
 - Donors and supporters
- Love, creativity, and passion...!
- And so much more...!

SOME HISTORY...

In 2010, L'aura attended an RC training with Dominic Barter in the USA, and was immediately inspired to bring the work back to Auroville.

We formed a small group, and studied and experimented with RC on and off for the next 5 years.

Then in late 2015, L'aura, Janet and Shanti formed "Restorative Auroville," as they wanted to finally take the next step and bring RC to the larger community in a more formalized manner. And so here we are...

The beginnings of a Restorative System are also emerging in The Learning Community [school]...

WHAT'S NEXT...

We don't yet have a dedicated space for our Circles, so we're fundraising to put up a yurt, so that we can have a space specifically intended for RC...

SOME MEDIA & PUBLICATIONS ABOUT OUR WORK

- AV Radio recordings of public talks about RC given at Town Hall and Unity Pavilion
- AV Today articles about our RC work and our FilmFest
- Revue d'Auroville article about the history of conflict resolution in Auroville, including our RC work
- Facebook.com/RestorativeAuroville: our different Project Proposals and Reports, our events, and much more...