

Restorative Responses to Harm



Inquire

Purpose: increases self-awareness on their thoughts, feelings, actions, and beliefs

- I don't get the joke, can you explain?
- What do you mean by that?
- Can you elaborate?
- What makes you ask that?



Paraphrase/Reflect

Purpose: supports potential for self-correction; highlights the root of issue directly

- So, it sounds like you think...
- You're saying_____. Do you believe_____?



Impact & "I" Statements

Purpose: humanizes conversation by focusing on self vs. others

- I felt_____ when you said _____and it (insert impact it had on you).
- When I hear_____, I feel_____.



Use Strategic Questions

Purpose: encourage self-reflection on beliefs, action, and impact

- Where does this belief come from?
- What impact does this have on_____?
- What might this assume?
- What could you do differently...?



Revisit/Redirect

Purpose: allows time to process triggers; focuses on others' thoughts to decenter original speaker

- I need a minute to process what just happened.
- I want to go back to something that was brought up...
- I would like to hear more from_____(insert another person/demographic).



BELLEVUE
COLLEGE

CREATED BY Michelle Strange | Director of Restorative Practices | m.strange@bellevuecollege.edu

ADAPTED FROM *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*

Bellevue College does not discriminate on the basis of race, color, national origin, language, ethnicity, religion, veteran status, sex, sexual orientation, including gender identity or expression, disability, or age in its programs and activities. Please see policy 4150 at bellevuecollege.edu/policies.

The following people have been designated to handle inquiries regarding non-discrimination policies: Title IX Coordinator, 425-564-2641, Office C227, and EEOC/504 Compliance Officer, 425-564-2178, Office B126.