

A Discussion on Values at the Intersection of Systems

RYCNC 2026

Lunch & Learn Series



Diversion facilitators
operate at the intersection
of systems.

**+Courts and schools
often operate from
traditional justice
values.**

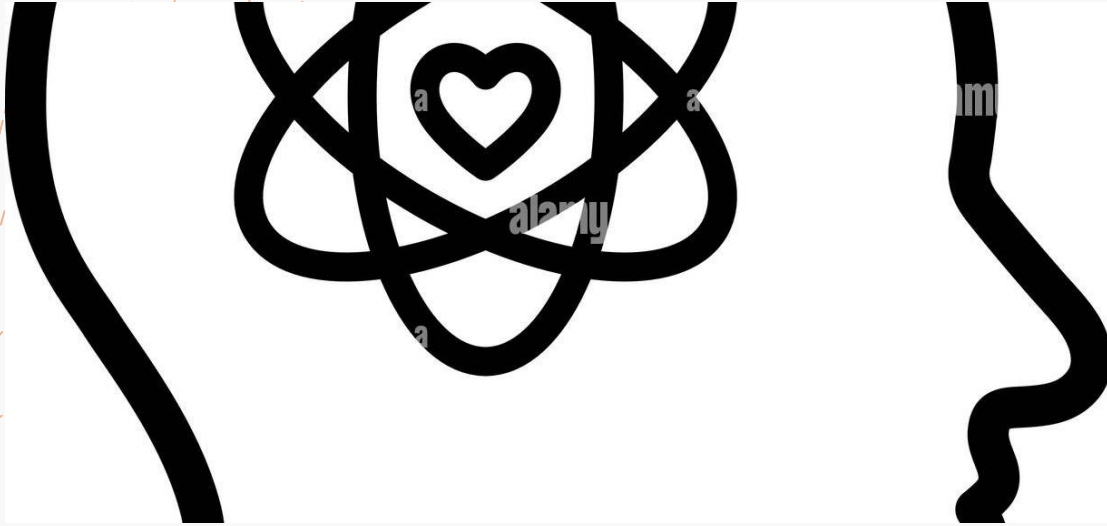
**+Today we are not
critiquing systems – we
are clarifying alignment!**



Objectives

- + Clarify core restorative values
- + Identify value tensions between traditional justice systems and restorative justice
- + Recognize where value drift occurs
- + Strengthen value-consistent responses under pressure
- + Translate values into micro-practices that create system alignment

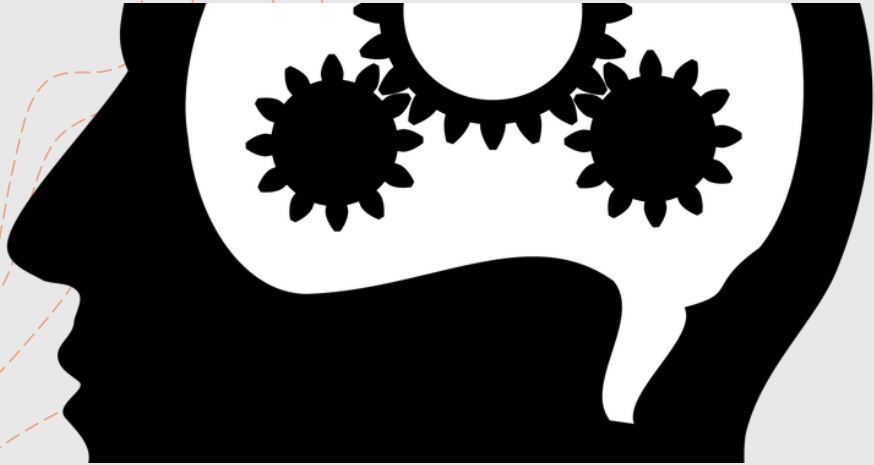




Put in Chat

In one word, what value brought you into restorative work?

Put in Chat



When you think of court-referred diversion, what values feel most present?

What about school-referred cases?

Discussion Questions

- 1. How do youth experience these differences?**
- 2. Which traditional system value feels most dominant in your referrals?**

Discussion Prompts – RJ Values

Select 8 of your own values (ok to add your own)

Accountability

Safety

Consistency

Voice

Transparency

Humility

Empathy

Kindness

Equity

Belonging

Healing

Compassion

Growth

Support

Respect

Trust

Dignity

Justice

Empowerment

Fairness

Community

Courage

Honesty

Reintegration

Discussion Prompts

Narrow to 4

Narrow to 2

Private reflection question:

“Which of these do I protect most fiercely in my RJ practice?”

Discussion Questions

- 1. Where do your top values align easily with courts?**
- 2. Where do they align easily with schools?**

Discussion Questions

1. A youth completes all diversion requirements but shows little emotional accountability.

- Which of your values feel satisfied?**
- Which feel compromised?**
- What would a purely compliance-driven response look like?**
- What would a values-driven restorative response add?**

Discussion Questions

Same situation: A youth completes all diversion requirements but shows little emotional accountability.

- 1. What was missing? Can it be explained in a “value”?**
- 2. What could have been done differently?**
- 3. What does “successful completion” mean to you?**

Discussion Questions

- 1. You are speaking to an SRO who prioritizes consistency in how juveniles are treated. How do you explain restorative flexibility without sounding noncompliant?**

Discussion Questions

- 1. You are speaking to a principal who prioritizes safety. How do you explain reintegration without minimizing harm?**

Discussion Questions

- 1. A harmed student wants stronger consequences. School admin wants quick resolution. Parents demand transparency.**
 - Which values are competing?**
 - Whose values are centered?**
 - How can we as facilitators avoid becoming an extension of discipline?**

Discussion Prompts

- 1. Do we see compliance prioritized over repair?**
- 2. Do we see efficiency prioritized over dignity and relationship?**

Discussion Questions

Answer all, in order please

- 1. When pressure increases, which value do you default to?**
- 2. Where did you learn that default?**

Example: when a case deadline approaches, do we shorten our goals?

Visual of System Values

Court

- **Primary Values are:**
 - Public safety
 - Accountability
 - Consistency
- **Risks are:**
 - Overemphasis on compliance

School

- **Primary values are:**
 - Safety
 - Order
 - Liability Management
- **Risks are:**
 - Overemphasis on discipline
 - Overemphasis on structure

RJ

- **Primary values are:**
- **Risks are:**

Where can we act as translators
rather than implementers?

Micro-Practices You Can Include

For Court-Referred Cases:

- **Always include an impact exploration step**
- **Close sessions with reintegration planning**
- **Avoid compliance-only language**
- **Provide narrative progress, not just checklist completion**

For School-Referred Cases

- **Separate discipline from repair**
- **Center harmed student voice**
- **Include family reflection component**
- **Avoid speed-over-depth pressure**

Complete in Chat Please

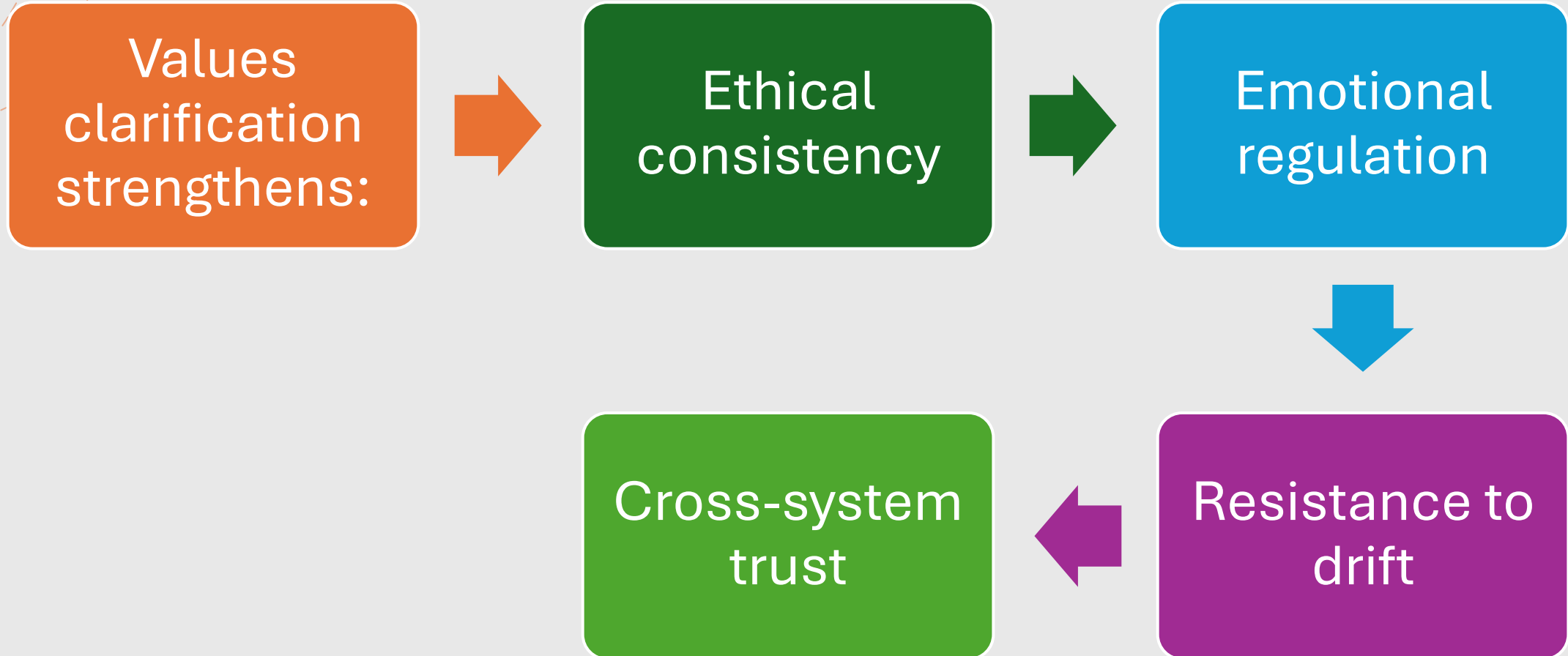
If I prioritize ____ (an RJ value), then in court and school referred cases I will ...”

Examples:

If I prioritize dignity, I will avoid labeling youth as offenders.

If I prioritize accountability, I will include impact exploration even if not required by referral source.

Why Values Clarification is Important



Discussion Questions

Any or all...

1. **What can anchor you to RJ values?**
 - **Impact questions?**
 - **Avoiding labeling?**
 - **Adding reintegration planning?**

Discussion Questions

Final Reflections!

1. How do RJ values change youths' experience?

Note: we cannot control every system pressure. We can control whether we act as extensions of traditional justice – or translators of restorative justice.

Discussion Questions

Final Reflections!

- 1. One value I want to strengthen in my practice**
- 2. One micro-practice I will implement this month**
- 3. One place I anticipate resistance**
- 4. One word you're leaving with today**



Thank You

- RYCNC
- Rycnc.connect@gmail.com
- Rjnc.us