

RESTORATIVE PRACTICES

Expanding Our Understanding of
Accountability & Public Trust

RYSE

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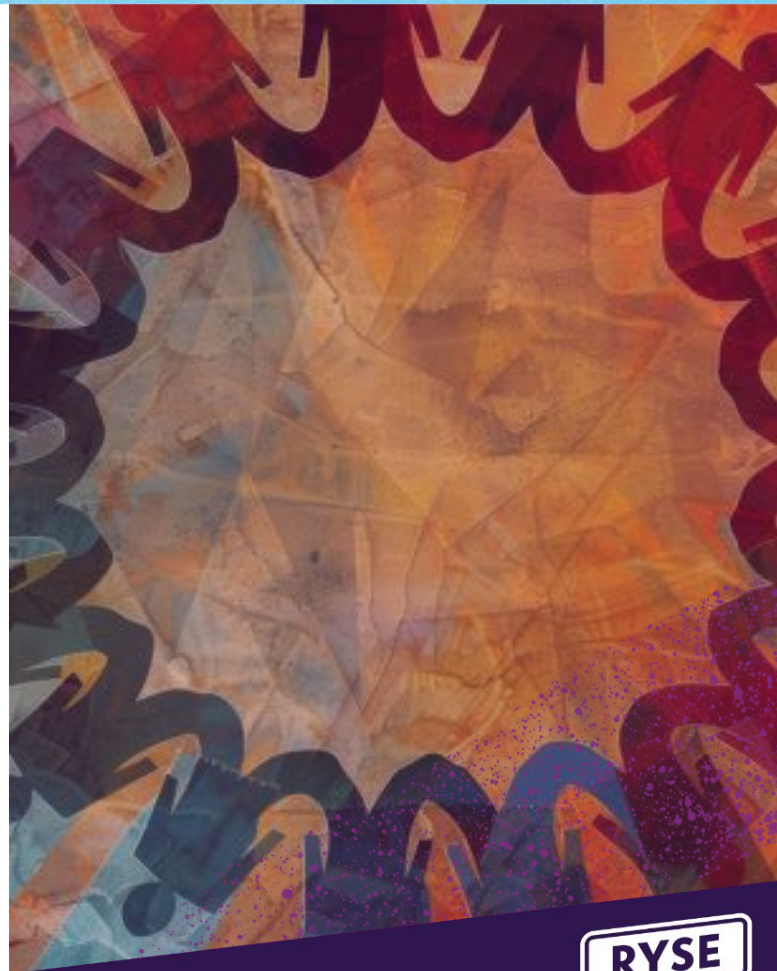
WHY THIS CONVERSATION?

The BART Police Civilian Review Board plays a vital role in strengthening accountability, transparency, and public confidence in policing.

- Reviewing complaints
- Reviewing investigations
- Reviewing discipline recommendations
- Reviewing policy and training
- Making recommendations to improve policing
- Community engagement

WHAT ARE RESTORATIVE PRACTICES?

Restorative practices are a philosophy and collection of approaches that strengthen relationships, address harm, promote meaningful accountability, and build healthier communities.



Restorative Practices

- Building relationships before harm.
- Community circles
- Conflict prevention
- Culture

Restorative Justice

- Responding after harm.
- Dialogue
- Repair
- Accountability

TWO WAYS OF THINKING ABOUT ACCOUNTABILITY

Traditional

- What rule or policy was violated?
- Who is responsible?
- What consequence is appropriate?

Restorative

- Who was harmed?
- What was the impact?
- What needs have emerged because of that harm?
- Who has responsibilities for repair?
- What can reduce the likelihood of future harm?

WHAT COULD THIS MEAN FOR CIVILIAN OVERSIGHT?

Current Responsibility

Restorative Lens

Complaint Review

Was the impact of the harm fully understood?
What would meaningful accountability look like?
Were affected community members meaningfully heard?

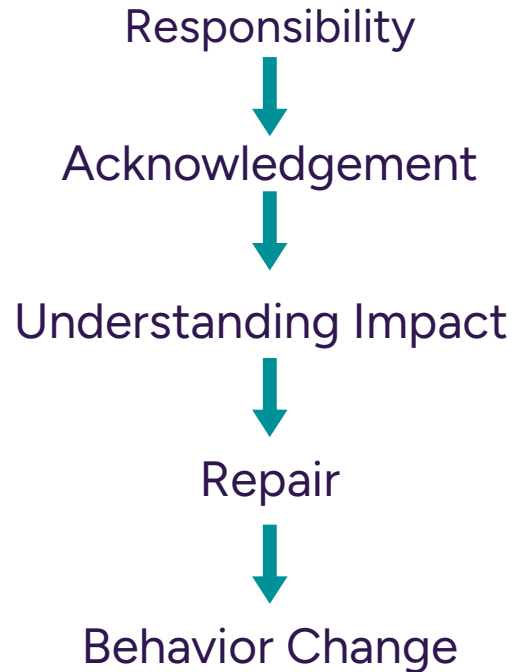
Policy & Trainings

Does this policy reduce future harm?
Does it strengthen trust?
Does it create opportunities for learning and prevention?

Recommendations

How might recommendations improve relationships between the department and community?

WHAT RESTORATIVE ACCOUNTABILITY CAN INCLUDE



WHAT RESTORATIVE PRACTICES ARE (and aren't)

Restorative Practices Are

- ✓ Relationship-centered
- ✓ Accountability-focused
- ✓ Trauma-informed
- ✓ Voluntary
- ✓ Future-oriented
- ✓ Community-centered

Restorative Are Not

- ✗ A replacement for investigations
- ✗ A replacement for discipline
- ✗ Appropriate for every incident
- ✗ "Letting people off the hook"
- ✗ A one-size-fits-all solution

WHY THIS MATTERS

Public trust is strengthened when people experience

- Fairness
- Transparency
- Voice
- Accountability
- Opportunities for learning and improvement



REFLECTION

Restorative practices don't ask us to lower our expectations for accountability. They ask us to broaden our understanding of what accountability can achieve.

As you continue your work as civilian oversight leaders, consider:

- How might restorative principles complement the work of civilian oversight?
- What does meaningful accountability look like for individuals, institutions, and communities?
- How can oversight contribute not only to accountability, but also to strengthening public trust?