

# Accountability and Repairing Relationships: Part One

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# Tk'emlúps te Secwépemc



This work was done in Tk'emlúps te Secwépemc, the traditional, unceded territory of the Secwepemc people.

We are grateful for their caretaking of these lands since time immemorial. We recognize the harm colonization brings and honour the ever-present resistance Indigenous communities demonstrate.

**Swit anwi?**

Who are you?



**Stim a'spus?**

What's on your heart?

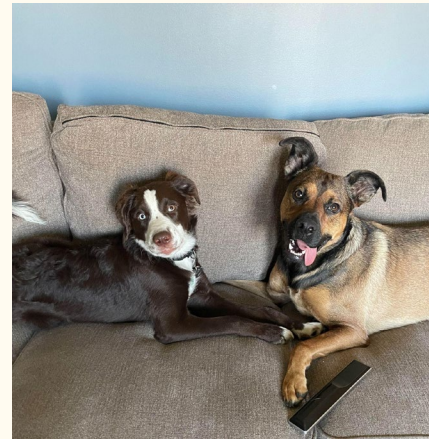


Taught to us by **Elaine Alec**, a Syilx and Secwepemc woman, teacher, author, political advisor, women's advocate and spiritual thought leader

Amber Huva (she/her)



Meaghan Hagerty (she/her)



# Session one

Background

Underlying Theories

Preparation and Execution

Discussion and Questions

# Session two

Recap Session 1

Student Feedback

Resource Deeper Dive

Discussion & Peer Connection

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2021

We worked with an super star team, with guidance from the provincial working group, to mold it into the current version

The resource was included in BCCampus's scan

2020

Increasing demand for resources to work with people who caused harm lead us to adapt the workshops into a self-guided tool for those how have caused harm.

2019

Women from a cohort-based program approached us wanting to address harm in their cohort from a relational & educational place.

A lack of tools to respond in non-punitive ways lead us to develop and deliver a 6 hour program in collaboration with the women.

# Modules



## Foundational Knowledge

- Grounding
- Definitions & Stats
- Roots of Violence
- Identity and Privilege



## Building Better Relationships

- Consent
- Boundaries and Power Dynamics



## Understanding Harm: Impacts Responses

- Scenarios exploring impacts of harm
- Barriers to disclosing



## Repair and Accountability After Harm

- Accepting Accountability
- Committing to change
- Plan to Move Forward

# Underlying theories



## Response Based Practice

- Close analysis of social interactions can guide us in meaningful ways
- Violence is deliberate (with rare exceptions)
- Resistance is everpresent
- Dignity is central to individual and collective wellbeing
- Social and Institutional responses matter



# Underlying theories

## Restorative Justice

- Practice within and outside the criminal justice system
- Focus on restoring relationship(s) through healing and accountability
- Processes typically include those impacted by the violence



## Transformative Justice

- Community based and activated because state systems are violent
- Focus on uprooting oppressive systems and structures to cultivate ones that prevent violence
- Community accountability processes are a useful and essential tool

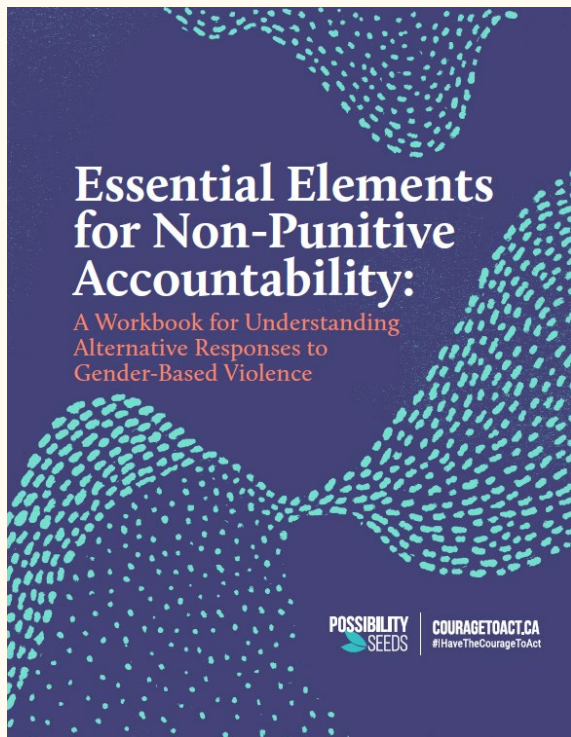
- Acceptance of responsibility for causing harm
- Belief that harm can be addressed in non-punitive ways
- Developed and driven by people from communities experiencing marginalization

# Grounding in Kwakwakawakw knowledge and ways of being



[https://video.bccampus.ca/media/Mayax%27ala+and+Namwayut+-+Introduction+Video+by+Jewell+Gillies/0\\_nkj9m86t](https://video.bccampus.ca/media/Mayax%27ala+and+Namwayut+-+Introduction+Video+by+Jewell+Gillies/0_nkj9m86t) (Source: BCcampus)

# Preparation and Execution



The workbook includes:

- ★ Definitions of what Non-Punitive Accountability is and is not
- ★ An outline of foundational principles
- ★ Case studies
- ★ Reflection questions
- ★ Exercises

# Preparation and Execution

Emotional



Practical



# Preparation

# Execution

# Preparation and Execution

## Emotional

- personal flags
- formal supports (e.g. EAP program, private/ community based services, clinical supervision)
- informal supports
- care plan



# Preparation and Execution

## Practical



- PSI based resources
- resources and hypotheticals: at your own institution or elsewhere
- peripheral work: communication with front end admin, security,
- community based resources: who else is doing this work?
- co-facilitator(s): who's available and has the skill
- safety procedures
- formal training
- scheduling needs



# Reflection

What are some of things that you think people might struggle with in doing this work?

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# Discussion

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- General reflections
- Resources (that you've found or are looking for)
- People (that you've found or are looking for)

# Let's hold each other up.

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