



INTERNATIONAL INSTITUTE FOR  
**RESTORATIVE PRACTICES**  
A GRADUATE SCHOOL

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# Introduction



**Keith Hickman**  
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As Director of Continuing Education for the IIRP Graduate School, I have brought restorative practices instruction and consultation to a variety of educational settings in the U.S. and the Republic of Jamaica, including the cities of Chicago, Boston, New York, Baton Rouge, Los Angeles, San Antonio, Washington, D.C. and recently Pittsburgh.

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- ★ Served in high-level leadership positions for various K-12 educational organizations including the New York City Department of Education and New Leaders for New Schools.
  - ★ In 2000, co-founded the Youth Justice Project at the Harlem Community Justice Center, one of four community justice centers under the Center of Court Innovation, which inspired other restorative justice programs in the Bronx, mid-town Manhattan and Red Hook, Brooklyn.

# 19<sup>th</sup> IIRP World Conference

## Taking A Restorative Approach to Expel Disparities in School Discipline

Presentation By:  
Keith Hickman

October 26, 2015

# National Vision

“The goal is to balance a life that works  
with a life that counts.”

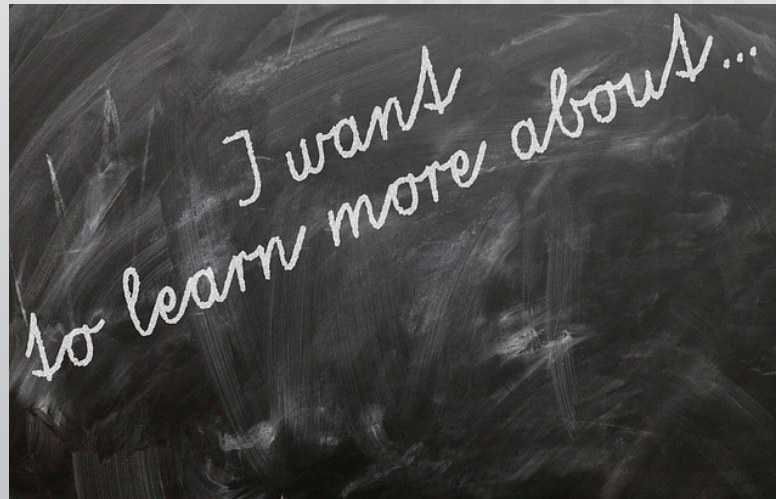
Peter Block  
Author and Consultant

# High School Training Ground

[https://www.ted.com/talks/  
malcolm\\_london\\_high\\_school\\_training\\_ground](https://www.ted.com/talks/malcolm_london_high_school_training_ground)

# What is the school-to-prison pipeline?

- ① What do we know about the “school-to-prison pipeline”?



# What is the school-to-prison pipeline?

- ✓ School discipline and school climate are tied together
- ✓ High punitive school climates result in the criminalization of students
- ✓ Differentiated access to opportunities for learning
- ✓ Negative school climates beyond behavior contribute to the disparity

# What is the impact (school suspensions)?

A single suspension or referral to juvenile court increases the odds of low achievement and school drop out altogether.

1

School based arrest for African American students compared to their white peers

79

Suspension rates of African American students since the 1970s compared to their white peers

11

National suspension rates of African American students compared to their white peers

3



# What is the impact (incarceration)?

1 million African Americans make up the 2.3 million incarcerated

1

African Americans are incarcerated nearly 6 time the rate of whites

6

African Americans and Hispanic/Latinos make up 30% of the population but are 60% of the prison population

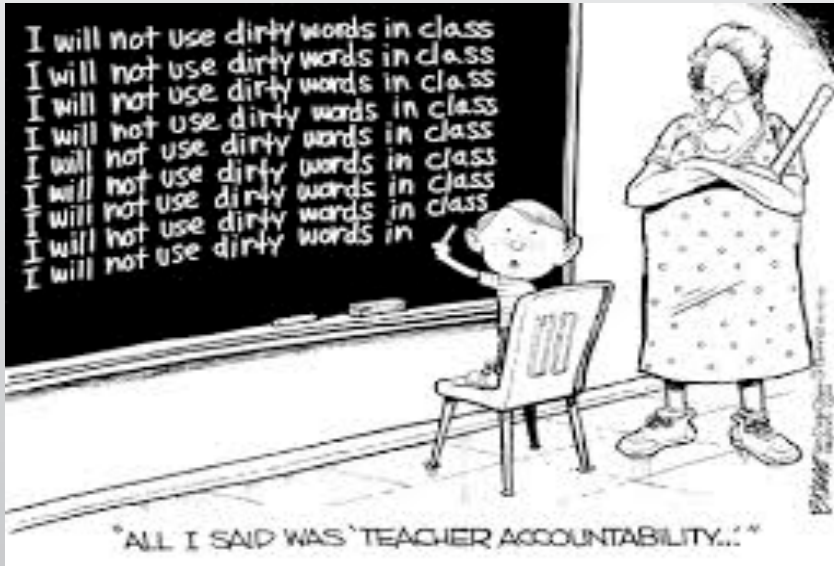
30/60

1 out of every 3 African American male can expect to go to prison in their lifetime

1/3

# What are the most common reasons?

1970's



2000's



## MINOR INFRACTIONS

# What is contributing to the disparities?

- ✓ Zero Tolerance Policies and Practices
- ✓ Subjective Infractions (defiant vs. innocuous)
- ✓ Negative school climates beyond behavior
- ✓ Implicit biases and stereotypes
- ✓ Compounded economic, political and social inequities

# What should we do?

- ✓ Overturn Zero Tolerance Policies reducing use of force
- ✓ Address race disparities using data, causes, interventions and monitoring
- ✓ Hold schools accountable to change racial disparities
- ✓ Increase an understanding through professional development
- ✓ Engage the entire school in conversations around race
- ✓ Support healthier student and staff relationships

# What should we do?

- ✓ Create restorative school climates that are safe and respectful
- ✓ Hold schools accountable to close the disparity gap
- ✓ Increase an understanding through professional development
- ✓ Engage the school in conversations around race
- ✓ Support healthier student and staff relationships
- ✓ Recognize student and family voice
- ✓ Increased contact yields increased understanding

## What is restorative practices?

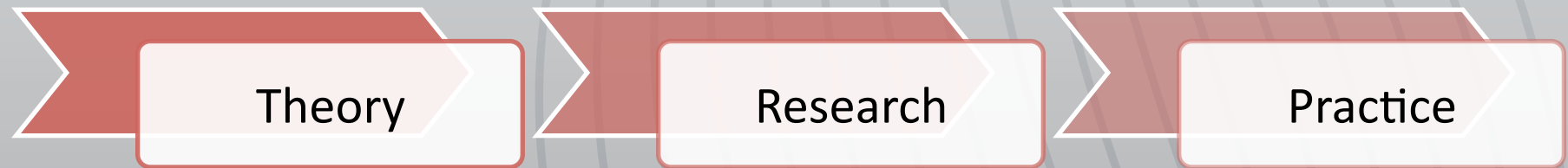
“My students are now in better shape — both academically and behaviorally — than they've ever been.”

Rhonda Richetta, Principal  
City Springs Elementary/Middle School  
Baltimore, Maryland



# RESTORATIVE PRACTICES OVERVIEW

Restorative practices is a social science that studies how to build *social capital* and achieve *social discipline* through participatory learning and decision-making.

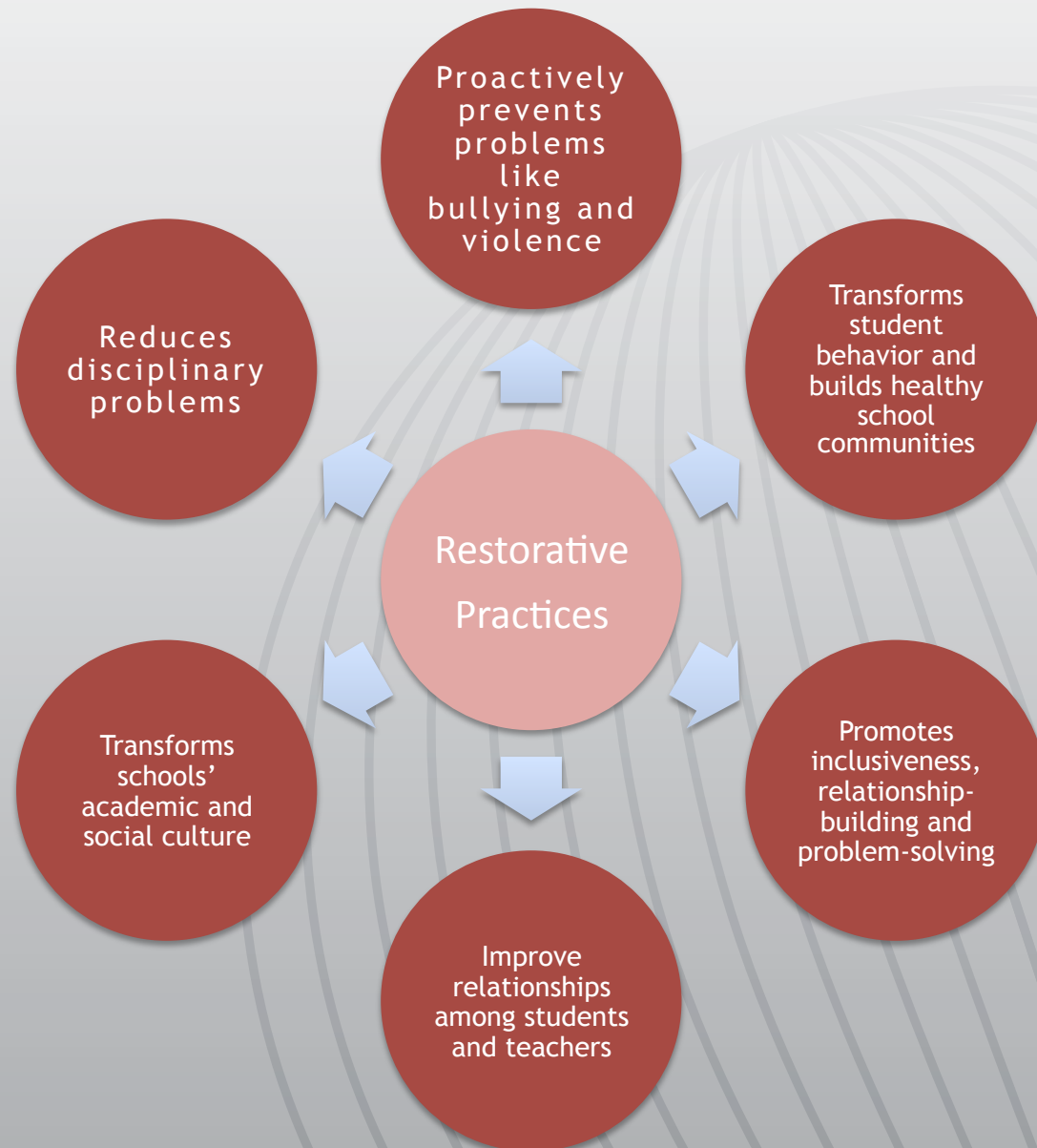


# FUNDAMENTAL HYPOTHESIS

The fundamental hypothesis of restorative practices is that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things *with* them, rather than *to* them or *for* them.



# MAKING A DIFFERENCE



# MAKING A DIFFERENCE

THANKS FOR LISTENING

THE END