

Restorative-Based Alternative Dispute Resolution

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Overview of Restorative Practices

Rooted in peacemaking and justice practices of Native American, First Nation, and other Indigenous peoples, Restorative Practices seek to acknowledge harm, repair relationship, and strengthen community.

GVSU History of Restorative Practices

- **2005:** Dr. Diana Pace, namesake of the Pace Initiative for Connecting Mind and Health, published an article in the CUPA-HR Journal titled *A Study of Mediation Practices in Higher Education Institutions in the Midwest*. 20 faculty and staff members were trained to conduct Intergroup Dialogues focused on diversity.
- **2015:** Takeelia Garrett named first GVSU Student Ombuds.
- **2018:** Small group of faculty and staff complete Restorative Practices training.
- **2019:** Division of Student Affairs adopts Restorative Justice approach to student conduct.
- **2021:** Elisa Ortega-Schultz named first GVSU Employee Ombuds.
- **2022:** Conflict mediation survey conducted by Elisa Ortega-Schultz and Ellen Shupe, Psychology department.
- **2023:** Launch of restorative-based resources and ADR process through HR@GV.

HR@GV Restorative Practices

Facilitator Training

- 25 faculty and staff participate in 2-Day Restorative Practices training facilitated by the Dispute Resolution Center of West Michigan (March/April 2023)
- In-house facilitator training offered via Talent Management (2024)

Alternative Dispute Resolution

- Soft launch of ADR referral/request process (Summer 2023)
- Transition to Maxient software (Fall 2023)
- Full launch of ADR referral/request process (Fall 2023)

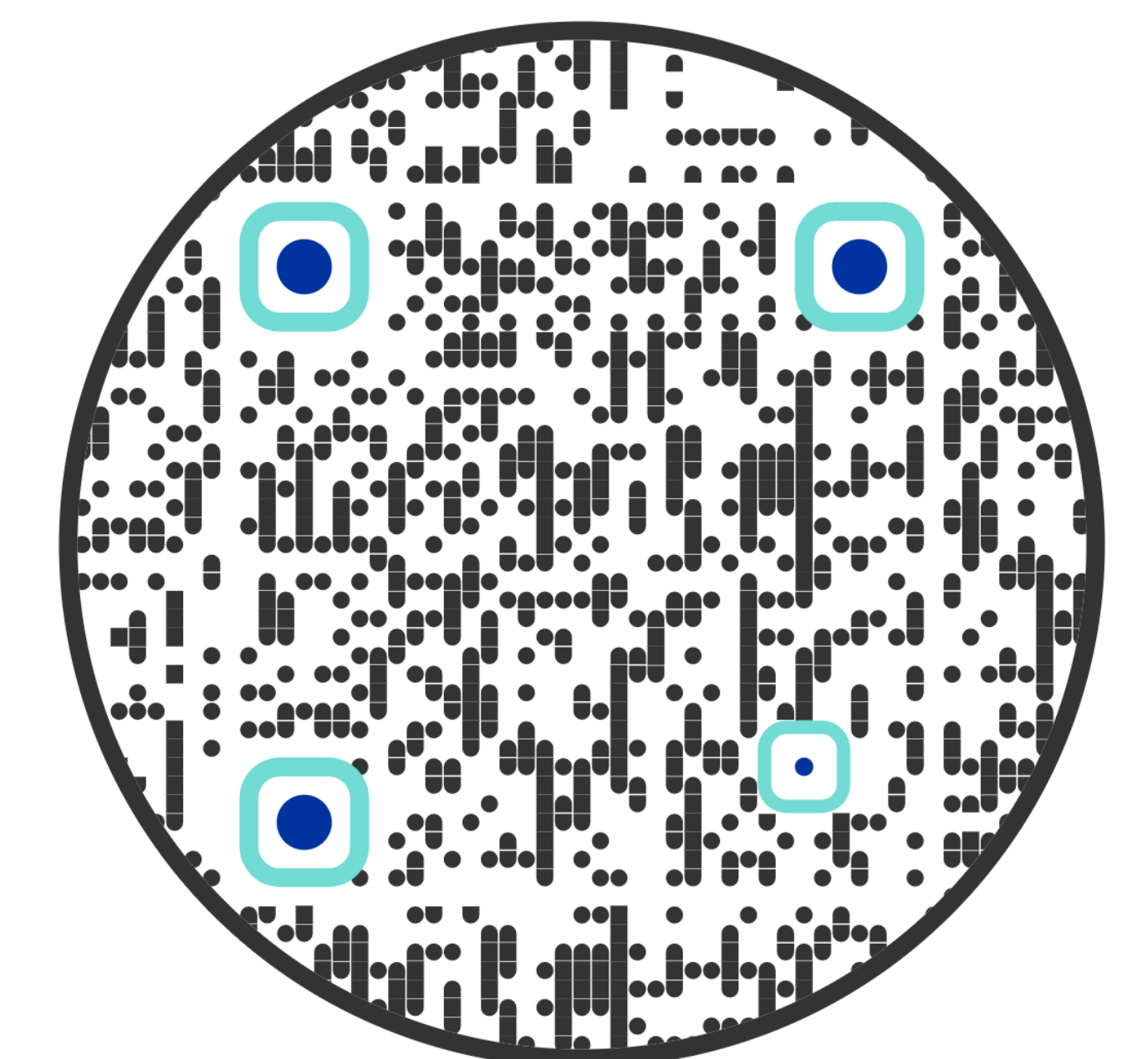
Skill Development

- On-demand resources added to HR@GV conflict website (Fall 2023)
- Restorative-based conflict prevention workshops offered via Talent Management (2024)

Resources

- Draft of re-designed HR@GV conflict website (Spring 2023)
- Launch of fully re-designed HR@GV conflict website (Fall 2023)

SCAN TO VISIT THE UPDATED
HR@GV CONFLICT PAGE



RELATIONSHIP / RESPECT / RESPONSIBILITY / REPAIR / REINTEGRATION

*An Empowered Educational Experience
A Lifetime of Learning
A Culture of Educational Equity*