



WHAT IS MEDIATION

A BEGINNERS GUIDE TO
RESTORATIVE JUSTICE



COMMUNITIES
IN COMMUNICATION
THROUGH
RESTORATIVE JUSTICE

WHY MEDIATION?

COMMUNICATION, CONNECTION,
RELATIONSHIPS

Mediation Definition: a restorative practice that is a form of conflict resolution in which trained mediators work with a harmed party(s) and a responsible party to resolve an incident.

98% of harmed parties report satisfaction with the restorative mediation process.

96% of referred youth report the mediation process as feeling fair.

99% of restorative mediation processes result in an agreement

Youth diverted to CYS and engage in mediation are **166** times more likely to pay monetary restitution compared to youth who received a court order to pay restitution.

*The above results are pulled from CYS programming.



STEPS OF A MEDIATION



Gather: all involved parties (voluntarily) come together in a safe and private room.



Framing: mediators offer framing (welcome, what is mediation, community agreements).



Narrative Discussion: hear the perspective of the person who caused harm and then the person who was harmed. Invite others present to speak now as well (i.e. parents).



Recap: the mediators will summarize what has been discussed and list out the harms that were caused.



Reach an Agreement: Mediators will help involved parties reach an agreement based on the harms that were identified.



Conclusion: Recap the agreements that were decided and sign the agreement form.

Mediation can also take place more informally and on the spot. Check out what that looks like:





MEDIATION RESOURCES

HELPFUL CYS RESOURCES RELATING TO MEDIATION

Collaborative Conflict Resolution Guide:



Community Mediation Reference Card:



INTERESTED TO SEE WHAT AN
ACTUAL MEDIATION LOOKS LIKE?

Watch this
demonstration.



“ The primary reason for asking questions in mediation is to reveal the deeper, disguised, repressed sources of conflict that are hidden beneath the issues people are arguing about, and surface the complex wishes, desires, and interests that inform and give rise to each party’s positions.”

- **Ken Cloke**





COMMON TERMS

TO NOTE: MEDIATION TERMINOLOGY VARIES. THE FOLLOWING TERMS ARE MEDIATION TERMS USED COMMONLY BY LOS ANGELES-BASED RESTORATIVE JUSTICE PRACTITIONERS.

Harmed Party	The individual or group who was directly impacted by the harm caused.
Person Responsible	The person whose actions caused harm towards another individual, group, or whole community.
Harm	The direct mental, physical or financial impact caused to an individual, group, or whole community.
Repair	Involved parties will work together to address the harm through processes that prioritize healing and relationships.
Community Agreements/ Ground Rules	A set of agreed upon guidelines for all involved parties to follow throughout the RJ process in order to foster a healthy environment.
Restitution/ Reparation	The way the person responsible makes amends to the person(s) harmed (ex: apology, monetary, service hours).
Mediation Agreement	The document outlining the outcomes of the RJ process, which are agreed upon by all involved parties.





WHO CAN MEDIATION HELP?

MEDIATION ALLOWS PEOPLE TO GAIN PERSPECTIVE OUTSIDE OF THEIR OWN, WHICH LEADS TO GREATER AWARENESS, EMPATHY, AND ULTIMATELY UNDERSTANDING.

- People in conflict with family
- People in conflict with friends
- People in conflict with neighbors, community members or businesses
- People who have been harmed by one or more people
- Families in need of support to strengthen their communication and relationships

**INTERESTED IN
BECOMING A
MEDIATOR ?**



**SIGN UP FOR OUR NEWSLETTER
TO STAY UP-TO-DATE:**

SIGN UP

**EMAIL US TO GET ADDED TO OUR
MEDIATION TRAINING INTEREST
LIST:**

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