

RADICAL FUTURES TOOLKIT SERIES

# Transformative Justice & Conflict Resolution

SHADO MAG X ABOLITIONIST FUTURES X  
HEALING JUSTICE LDN X NO MORE EXCLUSIONS

# *What is Transformative Justice?*

TRANSFORMATIVE JUSTICE (TJ) IS A COMMUNITY-BASED\* APPROACH TO ADDRESSING HARM THAT SEEKS TO:

REJECT PUNISHMENT-BASED SYSTEMS LIKE POLICING AND PRISONS  
PRIORITY HEALING AND ACCOUNTABILITY OVER RETRIBUTION  
ADDRESS HARM AT ITS SYSTEMIC ROOTS, PREVENTING CYCLES OF HARM IN THE FUTURE

\*WHILE RECOGNISING THAT HARM CAN OCCUR WITHIN + AMONGST COMMUNITIES THEMSELVES, TJ AFFIRMS THAT THEY HOLD THE COLLECTIVE WISDOM, RELATIONSHIPS, AND CAPACITY TO ADDRESS HARM AND SUPPORT HEALING WITHOUT RELYING ON EXTERNAL AUTHORITIES OR STATE-BASED INSTITUTIONS TO DEFINE THE NEEDS, SOLUTIONS, AND PROCESSES FOR ACCOUNTABILITY AND REPAIR.

TJ ISN'T ABOUT PUNISHING THE "BAD PEOPLE" - IT'S ABOUT TRANSFORMING THE CONDITIONS THAT ALLOWED THE HARM TO HAPPEN IN THE FIRST PLACE.

TJ IS A PRACTICE OF MANY PRACTICES, SHAPED BY MANY HANDS. IT HAS DEEP ROOTS IN:

INDIGENOUS MOVEMENTS AND COMMUNITY-LED JUSTICE SYSTEMS.  
BLACK RADICAL TRADITIONS AND ABOLITIONIST ORGANIZING.  
DISABILITY JUSTICE FRAMEWORKS CENTERING CARE, INTERDEPENDENCE, AND COLLECTIVE LIBERATION.

# Power, Accountability & *Praxis*

## *Understanding Power & Positionality*

TRANSFORMATIVE JUSTICE REQUIRES US TO BE HONEST ABOUT WHO HOLDS POWER, HOW HARM HAPPENS, AND WHAT ACCOUNTABILITY TRULY MEANS. POWER IS NOT JUST PERSONAL—IT IS SHAPED BY SYSTEMS, HISTORIES, AND STRUCTURES OF OPPRESSION.

### QUESTIONS TO REFLECT ON:

WHERE DO I HOLD POWER? (E.G., RACE, CLASS, GENDER, ABILITY, EDUCATION, ACCESS TO RESOURCES)

HOW DO SYSTEMS OF OPPRESSION SHAPE THE HARM WE EXPERIENCE AND THE HARM WE CAUSE?

WHAT DOES ACCOUNTABILITY LOOK LIKE WHEN POWER IS UNEVENLY DISTRIBUTED?

## *Accountability as a Praxis*

ACCOUNTABILITY ISN'T ABOUT PUNISHMENT OR SHAME—IT'S ABOUT HONEST REFLECTION, REPAIR, AND TRANSFORMATION. TRUE

ACCOUNTABILITY MEANS:

ACKNOWLEDGING THE IMPACT OF HARM, NOT JUST THE INTENT

COMMITTING TO CHANGE AND REPAIR, RATHER THAN AVOIDING DISCOMFORT

RECOGNIZING HOW PRIVILEGE SHAPES OUR RESPONSIBILITY TO ACT

# *What is Transformative Justice contd.*

**CONFLICT AND HARM ARE PART OF LIFE - BUT  
HOW WE RESPOND TO THEM CAN BREAK  
FURTHER CYCLES OF VIOLENCE.**

THE DESIRE TO PUNISH IS REAL, AND IS SHAPED BY THE WORLD WE LIVE IN. TJ INVITES US TO SIT WITH THAT FEELING, TO RECKON WITH THE 'STUCKNESS,' AND MOVE THROUGH IT BY ASKING:

**WHAT ARE THE ROOT CAUSES OF THIS HARM?**

**HOW CAN WE REPAIR RELATIONSHIPS AND REBUILD TRUST?**

**WHAT ALTERNATIVES TO POLICING, PUNISHMENT, AND CARCERALITY CAN WE PRACTICE?**

WHILE THE **CRIMINAL LEGAL SYSTEM** 'AIMS' TO REDUCE HARM THROUGH **PUNISHMENT**, TJ FOCUSES ON THE **SAFETY, HEALING, AND CAPACITY** OF A COMMUNITY TO ADDRESS HARM.

KAI CHENG THOM'S TJ PRAXIS MAP PROVIDES A HELPFUL GUIDE, BREAKING TJ DOWN INTO THREE ESSENTIAL COMPONENTS:

- 1. DE-ESCALATION**
- 2. ACCOUNTABILITY**
- 3. HEALING & REPAIR**

# De-escalation

*De-escalation is about reducing harm in the moment, centring the person being harmed rather than the blame or retribution.*

*It's about unlearning how we've been conditioned to respond to harm - going beyond fight, flight, or freeze - so we can intervene safely and effectively.*

## WHAT DE-ESCALATION CAN LOOK LIKE:

CREATING **SPACE OR SEPARATION** BETWEEN PEOPLE IN CONFLICT.

USING **CALM, GROUNDING TECHNIQUES** (E.G., STEADY VOICE, OPEN POSTURE).

REDIRECTING ATTENTION TO **DECREASE TENSION** AND PREVENT ESCALATION.

## WHAT CAN YOU DO IF YOU'RE A BYSTANDER?

ACT AS A **COMMUNITY DE-ESCALATOR** USING THE 4 D'S: DELAY, DELEGATE, DISTRACT, AND - IF SAFE - DIRECT INTERVENTION. THIS COULD MEAN REDIRECTING ATTENTION, CALLING IN SUPPORT, OR CREATING SPACE TO REDUCE TENSION.

EXAMPLE: IF TWO INTIMATE PARTNERS ARE ESCALATING INTO VIOLENCE, A DE-ESCALATION RESPONSE MIGHT INVOLVE CREATING PHYSICAL SPACE BETWEEN THEM, OFFERING SUPPORT, OR CALLING IN TRUSTED COMMUNITY MEMBERS FOR MEDIATION.

# Accountability

ACCOUNTABILITY INVOLVES MORE THAN 'OWNING UP' - IT REQUIRES ACTION, REPAIR, AND TRANSFORMATION. IT'S ALSO ABOUT CONSEQUENCES, WHICH DIFFER FROM PUNISHMENT IN THAT THEY ARE DESIGNED TO RESTORE AND HEAL, NOT RETALIATE.

## *What does accountability look like in practice?*

NAMING HARM AND ACKNOWLEDGING ITS IMPACT.

COMMITTING TO CHANGE TO PREVENT FUTURE HARM.

REPAIRING RELATIONSHIPS (WHEN SAFE AND CONSENSUAL).

## *Needs vs. Wants After Harm*

THOSE WHO EXPERIENCE HARM MAY DESIRE PUNISHMENT, EXILE, OR REVENGE, AND THEY MAY FEEL THESE ARE NECESSARY FOR HEALING.

WHILE HOLDING SPACE FOR PUNITIVE FEELINGS IS IMPORTANT, WE ALSO EXPLORE NEEDS UNDERNEATH THEM BY RECOGNISING:

PUNISHMENT DOESN'T ALWAYS LEAD TO HEALING - AND CAN CAUSE MORE HARM.

TJ RESPONSES PRIORITISE ACCOUNTABILITY & REPAIR OVER RETRIBUTION.

# *Healing & repair: immediate*

TJ ASKS US TO MOVE BEYOND PUNISHMENT AND TOWARD HEALING AND REPAIR. THIS MEANS ADDRESSING NOT ONLY THE HARM THAT'S BEEN CAUSED, BUT ALSO TENDING TO THE TRAUMA, GRIEF, PSYCHOLOGICAL, SOCIAL, EMOTIONAL AND/OR SPIRITUAL IMPACT LEFT IN ITS WAKE - FOR BOTH THOSE WHO EXPERIENCE AND CAUSE HARM AND ABUSE.

## **SOMATIC TOOLS FOR RECOGNISING / TENDING TO STRESS RESPONSES**

WE SHOULD ACKNOWLEDGE THAT THE BODY'S RESPONSES OF FIGHT, FLIGHT, OR FREEZE ARE WISE AND TAKE CARE OF US.

WHEN WE FIND THAT THESE RESPONSES AREN'T ADAPTIVE, WE CAN UTILISE BREATHWORK & SENSORY GROUNDING AS WELL AS MOVEMENT LIKE SHAKING, DANCING &

STRETCHING TO HELP US TO BRING AWARENESS TO, AND SHIFT OUR INTERNAL STATE.

## **RITUAL, COLLECTIVE PRACTICE & STORYTELLING AS REPAIR**

CEREMONIES, PRACTICE SPACES, THERAPY & OTHER FORMS OF COUNSEL.

ART AND CREATIVE EXPRESSION.

ANCESTRAL / SPIRITUAL PRACTICES, AND CULTURAL FORMS OF REPAIR.

HOLDING SPACE FOR GRIEF & RAGE WHILE MOVING TOWARD TRANSFORMATION.

## **BOUNDARY SETTING & HARM REDUCTION AFTER CONFLICT**

WHAT DOES SAFETY LOOK LIKE AFTER HARM HAS OCCURRED?

HOW DO WE CREATE PERSONAL & COLLECTIVE BOUNDARIES THAT ARE PROTECTIVE, NOT PUNITIVE?

# *Healing & repair: long term*

REBUILDING TRUST AND AGENCY WITHIN OURSELVES AND OUR COMMUNITIES TAKES TIME AND COMMITMENT. ENGAGING IN MORE SUSTAINED TRAUMA HEALING AND SOMATIC PRACTICE CAN SUPPORT US TO MORE EFFECTIVELY NAVIGATE CONFLICT AND HARM IN THE LONG TERM, THROUGH THE CAPACITIES AND SKILLS BUILT WITHIN US OVER TIME.

***Sustaining community:*** Building a deep and embodied relationship to trust and allyship, working through contradictions and complexity.

***Generative conflict:*** Ongoing practice to become more open to a wider range of choices / options about how we show up in conflict, building bandwidth to be responsive rather than reactive.

***Self reflection/accountability:*** Discerning our triggers, doing shadow work, building clearer awareness of our patterns and behaviour

# *Pod mapping & mutual support networks*

SOMETIMES, COMMUNITY CAN FEEL SCATTERED, OR IT MIGHT SEEM LIKE WE DON'T HAVE THE SUPPORT WE NEED. POD MAPPING HELPS US VISUALISE WHERE OUR SUPPORT SYSTEMS ARE, FIND THE GAPS, AND BUILD STRONGER, MORE RELIABLE NETWORKS.

## *Pod Mapping: A Tool for Community Safety & Accountability*

WHO DO YOU TURN TO FOR **EMOTIONAL SUPPORT, CONFLICT RESOLUTION, AND CRISIS INTERVENTION?**

HOW CAN WE **BUILD & SUSTAIN** ACCOUNTABILITY RELATIONSHIPS?

### **MIA MINGUS' POD MAPPING**

**FRAMEWORK** → A PRACTICAL TOOL FOR IDENTIFYING WHO IS IN YOUR “POD” OF TRUSTED SUPPORT.

### *Mutual Aid & Transformative Justice*

SUPPORTING SURVIVORS **WITHOUT RELYING ON THE STATE.**

EXAMPLES:

**COMMUNITY-LED MEDIATION** → CONFLICT RESOLUTION WITHOUT POLICE.

**SURVIVOR CIRCLES** → SPACES FOR HEALING AND STORYTELLING.

**FINANCIAL SUPPORT** → COVERING THERAPY, RELOCATION, OR MEDICAL COSTS.

# *Mediating Conflict*

*Resources for Community-Led  
Mediation & Accountability*

**INCITE! ORGANIZING FOR COMMUNITY  
ACCOUNTABILITY TOOLKIT →**

PRACTICAL STRATEGIES FOR  
ADDRESSING HARM THROUGH  
COLLECTIVE, SURVIVOR-CENTERED,  
**NON-CARCERAL APPROACHES.**

**FUMBLING TOWARDS REPAIR**  
(MARIAME KABA & SHIRA HASSAN) →

A WORKBOOK FOR FACILITATORS  
PRACTICING **TRANSFORMATIVE  
JUSTICE-BASED CONFLICT MEDIATION.**

**CREATIVE INTERVENTIONS TOOLKIT →**  
TOOLS FOR **INTERPERSONAL VIOLENCE  
MEDIATION** OUTSIDE OF STATE-BASED  
SYSTEMS.

## *Mediating Conflict with a Lens*

MEDIATION SHOULD BE  
**CONSENT-BASED, HEALING-CENTRED,  
ANTI-OPPRESSIVE,  
TRAUMA-RESPONSIVE, AND  
GROUNDED IN COMMUNITY-SUPPORT.**

### **KEY QUESTIONS FOR MEDIATION:**

WHAT DOES JUSTICE  
LOOK LIKE TO YOU?

WHAT DO YOU NEED TO HEAL?

HOW CAN REPAIR HAPPEN IN A WAY  
THAT IS MEANINGFUL AND  
SUSTAINABLE?

### **TRANSPARENCY IN MEDIATION**

MEDIATION SHOULD BE **CLEAR ABOUT  
GOALS, LIMITATIONS, AND PROCESSES**  
TO BUILD TRUST.

AGREEMENTS SHOULD BE **COLLECTIVELY  
SHAPED AND OPENLY DISCUSSED.**

ACCOUNTABILITY SHOULD NOT BE  
FORCED OR COERCED, BUT SUPPORTED  
THROUGH **COMMUNITY-LED  
STRUCTURES.**

EXAMPLE: INSTEAD OF EXILE, SOMEONE WHO CAUSED HARM MIGHT ENGAGE IN:  
**SELF-REFLECTION & FACILITATED CONVERSATIONS** POLITICAL EDUCATION, THERAPY OR  
SKILLS-BUILDING TO UNLEARN HARMFUL BEHAVIOURS. RESTITUTION & ACTIVE CONTRIBUTION  
TO COMMUNITY HEALING WORK.

*Case Study:*

# ***Exclusions & the School-to-Prison pipeline***

***How punitive systems  
reproduce harm***

MANY SCHOOLS OPERATE ON PUNITIVE DISCIPLINARY MODELS THAT DISPROPORTIONATELY TARGET & CRIMINALIZE BLACK, BROWN, DISABLED, WORKING-CLASS & NEURODIVERGENT YOUTH.

THESE MODELS OFTEN RELY ON:  
EXCLUSIONS & SUSPENSIONS – PUSHING STUDENTS OUT OF EDUCATION RATHER THAN ADDRESSING ROOT CAUSES.  
SURVEILLANCE & POLICING IN SCHOOLS – NORMALIZING CRIMINALIZATION FROM A YOUNG AGE.

ZERO-TOLERANCE POLICIES – TURNING MINOR INFRACTIONS INTO GROUNDS FOR REMOVAL.

***The Result***

SCHOOL EXCLUSIONS PUSH STUDENTS INTO THE CARCERAL SYSTEM, INCREASING VULNERABILITY TO POLICE CONTACT, INCARCERATION, AND SYSTEMIC NEGLECT - A PROCESS KNOWN AS THE SCHOOL-TO-PRISON PIPELINE.

# No More Exclusions: Fighting for Abolitionist Alternatives

NME IS A GRASSROOTS COALITION WORKING TO END  
THE PRACTICE OF SCHOOL EXCLUSIONS IN THE UK.  
THEY ADVOCATE FOR:

*Education as a right, not a privilege -  
Ensuring all young people have access to  
safe, inclusive learning spaces.*

*Community-led, healing-centered, anti-oppressive trauma-  
responsive practices - Moving away from punishment and  
toward restorative & transformative justice practices like  
School-based support networks.*

*Abolishing police presence in schools  
Rejecting criminalization in favor of care,  
conflict resolution, and student support*

# *State-Based Violence & Policing*

## *When Harm Comes from the State*

STATE VIOLENCE INCLUDES, BUT ISN'T LIMITED TO:

POLICE BRUTALITY & RACIAL PROFILING  
IMMIGRATION RAIDS & BORDER CONTROL  
PRE-EMPTIVE SURVEILLANCE,  
CRIMINALIZATION, AND SUPPRESSION  
OF PROTEST

## *Transformative Justice & State Violence*

SINCE TJ SEEKS ALTERNATIVES TO PUNISHMENT, IT ALSO CHALLENGES STATE HARM BY:

STRENGTHENING COMMUNITY-LED SAFETY STRATEGIES  
RESISTING CRIMINALIZATION & SURVEILLANCE

BUILDING ABOLITIONIST, NON-CARCERAL RESPONSES TO VIOLENCE

## *Know Your Rights Resources & Community Defense:*

**BUSTCARDS:** QUICK-REFERENCE LEGAL & SAFETY GUIDES FOR POLICE ENCOUNTERS.

**KNOW YOUR RIGHTS TRAININGS:** LEARN WHAT TO DO IF STOPPED, SEARCHED, OR ARRESTED

**ANTI-RAID NETWORKS:** RESISTING IMMIGRATION ENFORCEMENT & DEPORTATIONS

**COPWATCH NETWORKS:** COMMUNITY-LED POLICE MONITORING & LEGAL SUPPORT

**NME'S PALESTINE LIBERATION IN SCHOOLS RESOURCE:** FOR YOUNG PEOPLE, EDUCATORS, PARENTS, CARERS AND BEYOND

# Further reading & resources

## *Essential Texts on Transformative Justice & Conflict Resolution*

**WE WILL NOT CANCEL US** - ADRIENNE MAREE BROWN

**BEYOND SURVIVAL: STRATEGIES & STORIES FROM THE TRANSFORMATIVE JUSTICE MOVEMENT** - EDITED BY EJERIS DIXON & LEAH LAKSHMI PIEPZNA-SAMARASINHA

**FUMBLING TOWARDS REPAIR: A WORKBOOK FOR COMMUNITY ACCOUNTABILITY FACILITATORS** - MARIAME KABA & SHIRA HASSAN

**WE DO THIS 'TIL WE FREE US: ABOLITIONIST ORGANIZING & TRANSFORMING JUSTICE** - MARIAME KABA

**ABOLITION FEMINISM VS. CARCERAL FEMINISM** - DR. AVIAH SARAH DAY & SHANICE MCBEAN

**WHAT IS ABOLITION?** - SARA BAFO  
**THE REVOLUTION STARTS AT HOME: CONFRONTING INTIMATE VIOLENCE**

**WITHIN ACTIVIST COMMUNITIES** - EDITED BY CHING-IN CHEN, JAI DULANI & LEAH LAKSHMI PIEPZNA-SAMARASINHA

**KAI CHENG THOM'S TRANSFORMATIVE JUSTICE PRAXIS MAP** - A FRAMEWORK FOR APPLYING TJ IN EVERYDAY LIFE

**"DEFUND THE POLICE IN THE UK"** - ABOLITIONIST FUTURES

**ADDRESSING GENDER-BASED VIOLENCE: ABOLITIONIST STRATEGIES** - ABOLITIONIST FUTURES

**RADICAL SAFEGUARDING WORKBOOK** - MASLAHA

**COLLAGING CARCERAL ENTRAPMENTS AND REORIENTING TO THE IMAGINATION** - DR MOLLY ACKHURST

**"WHAT ABOUT THE OTHER 29?" AND OTHER FAQS: DEMYSTIFYING ABOLITION IN THE UK EDUCATION SYSTEM** - NO MORE EXCLUSIONS

**SHADO MAG X ABOLITIONIST FUTURES X HEALING JUSTICE LDN X NO MORE EXCLUSIONS**

## *Podcasts & Audio Resources*

**PRISON CULTURE** – HOSTED BY MARIAME KABA, EXPLORING ABOLITION & TRANSFORMATIVE JUSTICE

**IRRESISTIBLE (FKA HEALING JUSTICE PODCAST)** – A DEEP DIVE INTO COLLECTIVE HEALING, CARE, & JUSTICE

**HOW TO SURVIVE THE END OF THE WORLD** – ADRIENNE MAREE BROWN & AUTUMN BROWN ON RESILIENCE & CHANGE

## *Organizations & Toolkits*

**ABOLITIONIST FUTURES** – UK-BASED ABOLITIONIST ORGANIZING, RESOURCES, & READING LISTS

**NO MORE EXCLUSIONS** – CAMPAIGNING AGAINST SCHOOL EXCLUSIONS & THE SCHOOL-TO-PRISON PIPELINE

**HEALING JUSTICE LDN** – COLLECTIVE CARE, HEALING, & TRANSFORMATIVE JUSTICE

**BAY AREA TRANSFORMATIVE JUSTICE COLLECTIVE (BATJC)** – COMMUNITY-BASED TJ MODELS & PRACTICAL TOOLS

**MIA MINGUS' POD MAPPING GUIDE** – A FOUNDATIONAL RESOURCE

ON BUILDING MUTUAL SUPPORT NETWORKS

**CREATIVE INTERVENTIONS TOOLKIT** – A GUIDE TO COMMUNITY ACCOUNTABILITY & INTERVENTION STRATEGIES, PARTICULARLY AROUND INTERPERSONAL CONFLICT

**SURVIVED & PUNISHED** – ENDING THE CRIMINALIZATION OF SURVIVORS OF VIOLENCE

**MASLAHA** – UK-BASED ORG WORKING AT THE INTERSECTION OF RACE, FAITH AND SOCIAL JUSTICE, ADVOCATING FOR TJ APPROACHES.

**SHADO MAG X ABOLITIONIST FUTURES**  
**HEALING JUSTICE LDN X NO MORE EXCLUSIONS**

# Definitions

**TRANSFORMATIVE JUSTICE (TJ) - A COMMUNITY - LED APPROACH TO ADDRESSING HARM THAT FOCUSES ON HEALING, ACCOUNTABILITY, AND STRUCTURAL TRANSFORMATION INSTEAD OF PUNISHMENT.**

**ACCOUNTABILITY** - A DAY-TO-DAY COMMITMENT TO ACKNOWLEDGING HARM, REPAIRING RELATIONSHIPS, AND TAKING ACTIONS TO PREVENT FUTURE HARM, RATHER THAN RELYING ON PUNISHMENT OR EXCLUSION.

**ABOLITION** - THE MOVEMENT TO DISMANTLE OPPRESSIVE SYSTEMS LIKE PRISONS, POLICING, AND SURVEILLANCE, AND REPLACE THEM WITH COMMUNITY-LED SAFETY, HEALING, AND SUPPORT STRUCTURES.

**CARCERAL LOGIC** - A MINDSET THAT NORMALIZES PUNISHMENT, POLICING, AND INCARCERATION AS THE PRIMARY RESPONSES TO HARM, RATHER THAN COMMUNITY-BASED SOLUTIONS.

**COMMUNITY ACCOUNTABILITY** - A PRACTICE WHERE COMMUNITIES TAKE COLLECTIVE RESPONSIBILITY FOR

ADDRESSING HARM, SUPPORTING HEALING, AND CREATING STRUCTURES THAT PREVENT FURTHER VIOLENCE.

**DE-ESCALATION** - STRATEGIES TO REDUCE IMMEDIATE HARM IN CONFLICTS BY CREATING SAFETY, LOWERING TENSION, AND CENTERING THE NEEDS OF THOSE IMPACTED.

**HEALING-CENTRED** - AN APPROACH THAT MOVES BEYOND ADDRESSING HARM TO ACTIVELY FOSTERING SAFETY, DIGNITY, AND BELONGING FOR INDIVIDUALS AND COMMUNITIES.

**COMMUNITY-LED** - A JUSTICE APPROACH WHERE THOSE DIRECTLY IMPACTED BY HARM, RATHER THAN EXTERNAL AUTHORITIES OR INSTITUTIONS, TAKE THE LEAD IN DEFINING THE NEEDS, SOLUTIONS, AND PROCESSES FOR ACCOUNTABILITY AND REPAIR. THIS MEANS RECOGNISING THAT WHILE HARM CAN OCCUR WITHIN AND AMONGST COMMUNITIES, THEY ALSO HOLD THE COLLECTIVE WISDOM, RELATIONSHIPS, AND CAPACITY TO ADDRESS HARM, SUPPORT HEALING, AND CREATE ALTERNATIVES TO STATE-BASED PUNISHMENT.

# Definitions

**CONSENT-BASED** – A PRINCIPLE THAT ENSURES ALL ACTIONS, AGREEMENTS, AND INTERVENTIONS ARE MADE WITH THE INFORMED PARTICIPATION OF THOSE INVOLVED.

*Anti-Oppressive & Trauma-Responsive* –

**ANTI-OPPRESSIVE** – A COMMITMENT TO CHALLENGING AND DISMANTLING SYSTEMS OF OPPRESSION (E.G., RACISM, PATRIARCHY, ABLEISM, CLASSISM) WITHIN JUSTICE WORK, STRIVING FOR RESPONSES TO HARM THAT DO NOT REPLICATE HARM.

**TRAUMA-RESPONSIVE** – RECOGNIZING THE IMPACT OF TRAUMA ON

INDIVIDUALS AND COMMUNITIES AND CREATING SUPPORTIVE, NON-COERCIVE, AND HEALING-FOCUSED ENVIRONMENTS THAT CENTER SAFETY AND AGENCY.

**CRIMINAL LEGAL SYSTEM** –

THE SYSTEM OF POLICING, COURTS, AND PRISONS THAT CLAIMS TO ADMINISTER "JUSTICE" BUT DISPROPORTIONATELY CRIMINALIZES AND PUNISHES MARGINALIZED COMMUNITIES. TRANSFORMATIVE JUSTICE REJECTS THIS SYSTEM'S PUNITIVE FRAMEWORK AND INSTEAD SEEKS NON-CARCERAL, COMMUNITY-BASED RESPONSES TO HARM.