



Learn about your implicit biases and actively advocate for more just and equitable systems that work for everyone.



Use circles, dyads, small groups, and movement to enhance both learning and connection.



Shift from rule-based to value-based discipline to promote self-responsibility and group cohesion.



Try year-round ice-breakers with both adults and youth, to build relationships and sneak in learning.



Work on breaking habits like gossip, negativity, shaming, and lecturing to open the way for gratitude, creativity, curiosity, and dialogue.



Share food (or coffee) to build community, as well as restore relationships that are struggling a bit.



Reach out to mentors, peers, youth, and parents, for support, ideas and collaboration.



At first sign of conflict, show curiosity by "separating agreement from understanding" and "listening underneath."



If there is still some hurt, try S.O.R.R.Y. or attempt to repair informally by creating space for a restorative conversation, before the hurt deepens.



If conflict is deeper or "stuck", a facilitated dialogue with a trained RJ facilitator, or circle keeper, can restore community and "make things right."