

April 28th, 2024

Dear UW Resilience and Compassion Seed Grant Review Committee,

I am honored to support the School of Social Work's Resilience and Compassion Seed Grant to design a pilot project to employ restorative justice (RJ) principles, values, and practices at the School of Social Work.

As a longtime practitioner of intergroup dialogue based on my two decades of experience at the University of Michigan, I have also had the opportunity to facilitate restorative justice meetings. I know firsthand the power of healing that is possible with RJ and other methods of interpersonal engagement and conflict resolution.

The School of Social Work has dealt on a regular basis with concerns brought by students about their interactions with instructors and other students related to microaggressions and other issues often occurring in the classroom. While we address these matters with compassion, understanding, and action, our organizational responses are always embedded within the formal policies and procedures of the School and/or university. We have not attempted to incorporate more restorative, healing methods into our internal problem solving. I am confident that this opportunity from the Resilience Lab and Campus Sustainability Fund will be the impetus for the School to move forward on a path of community engagement and healing that many of us have wanted and needed.

I am fully and enthusiastically in support of this proposal, and will work to sustain the project as we grow new ways of engaging with interpersonal conflict in community which are consistent with our school's and profession's values and ethics. I also know that we could not ask for a better project lead than Dr. Kalei Kanuha, Associate Dean of Academic Affairs and former Assistant Dean for Diversity, Equity, and Inclusion at the school. Dr. Kanuha is internationally known for her groundbreaking research on community-based, domestic violence Indigenous programming, along with her national work in the abolition feminist movement. She is also an Indigenous RJ practitioner.

Thank you for your consideration of this proposal.

Respectfully yours,



Mike Spencer, MSW, PhD

Dean

Presidential Term Professor of Social Work

Director of Native Hawaiian, Pacific Islander, and Oceania Affairs, Indigenous Wellness Research Institute

## UW Resilience and Compassion Seed Grants

April 28th, 2024

Dear UW Resilience and Compassion Seed Grant Review Committee,

We are writing to express our unanimous and excited support for the School of Social Work's Seed Grant proposal to design a pilot project to employ restorative justice (RJ) principles, values, and approaches to resolve conflicts in our School of Social Work community.

As with every academic unit and every community, our school experiences conflicts and oftentimes harm between students, between students and faculty, and between other members in our learning spaces. More importantly, many of us lack the background, knowledge, and skills necessary to resolve these challenging, everyday situations. Given the current state of our long-overdue activation for racial justice, in the field of social work we seek alternative methods of addressing harm that do not increase the disparities for those who are already marginalized by social institutions and systems.

We hope through this grant to explore the use of restorative justice principles and practices as a response to interpersonal hurt, harm, and conflicts in our School of Social Work community. We believe the values and principles underlying RJ are not only consonant with the profession of social work, but offer a more respectful and ultimately mutually healing resolution to hurts between and among us at the School. Ultimately, we view the use of restorative practices as a strategy for building, engaging, and sustaining our community in an organizational climate and culture of respect, compassion, care, and healing.

As leaders of the academic programs at the School, we support and look forward to this award as a means to grow our collective responsibility to new ways of being and acting in community.

Respectfully yours,

Jennae Carpio, MSW

Assistant Director of Student Services

Shirley Chu, MBA

Assistant Director of PhD Program

Christina N. Clayton, MSW, LICSW, SUDP

Interim Director, SSW Office of Field Education

Amelia Gavin, MSW, MPP, PhD.

Professor & BASW Program Director

Nicole Guenther, M.Ed.

Assistant Director of BASW Program

**Kayla Huddleston, MSW**

Assistant Director of Admissions, Student Outreach & Recruitment

**Val Kalei Kanuha, MSW, PhD**

Teaching Professor & Associate Dean for Academic Affairs

**Jenn Maglalang, MSW**

Director of Admissions

**Lin Murdock, M.Ed.**

Director of Student Services

**E. Roberto Orellana, MSW, MPH, PhD**

Professor & PhD Program Director

**Charlotte Sanders, MSW**

MSW Program Director

April 30, 2024

Dear Grant Review Committee,

We are writing to express our strong support for the grant application submitted by the University of Washington, School of Social Work (UW SSW) for the project titled “Using Restorative Practices to Foster Community in the UW School of Social Work.”

As a group of experienced conflict resolution specialists with an emphasis on mediation and restorative justice, we are excited about the project’s potential for meaningful change and eager to lend our expertise to ensure the project’s success. Together, Christine and Alan have 38 years of experience in conflict resolution and mediation practices, while Martina brings a depth and breadth of experience in the restorative justice field. Alan started the Mediation Clinic at the University of Washington School of Law and oversaw the program for over 20 years before Christine joined him as a co-director nine years ago. In 2017, Martina, who is a national leader in the field of restorative justice, co-founded Collective Justice, a restorative (and transformative) justice non-profit organization in Seattle.

Together, we believe this application is an important extension of work we are currently embarking on at the University at the request of Vice Provost for the Office of Academic Personnel. We are tasked with designing conflict resolution and mediation training opportunities for academic leaders and administrators as the level of conflict in the university setting is on the rise.

We believe this application comes at a critical moment in time as societal division and conflict is pervasive. These divisions and resulting conflict are particularly acute on university campuses as educators are responsible for creating an environment in which all voices are accounted for, and all perspectives acknowledged. This initiative takes creative steps to address this division and conflict by taking a significant step towards creating a more inclusive, compassionate, and supportive environment within UW SSW.

We believe the project “Using Restorative Practices to Foster Community in the UW School of Social Work” has the potential to make a significant and positive impact within the UW SSW and serve as a model to replicate in other contexts. We urge you to consider this grant application allocation favorably and provide the necessary support to enable its implement successful implementation.

If you have any additional questions, please feel free to reach out. Thank you for your attention to this important matter.

Sincerely,

A handwritten signature in black ink that reads "Christine Cimini". The signature is written in a cursive style with a horizontal line underlining the name.

Christine Cimini  
Professor of Law

Alan Kirtley  
Associate Professor Emeritus

Martina Kartman  
Affiliate Instructor & Founder  
Collaborative Justice