

after the session, participants are invited to debrief with anyone who was present for the proceedings. Upon request at check-out, the host will send a follow-up email with the email addresses of those who were present so we can reach out to one another directly. You are asked to check with the initiator before sharing what happened with *anyone* who was not present in the moment, including empathy buddies and other intimate partners.

Are there any questions about these meta-issues?

Systemic Community Support. Our virtual community understands the following:

- ◆ Anyone can request a Restorative Circle by sending an email to a community facilitators' private listserv with a brief (~50 words) description of the conflict and the roles of the main participants.
- ◆ The initiator can expect a response by the following Friday night.
- ◆ The proceedings will take place on the phone or on line in real time.
- ◆ The RC facilitator has a two-page illustrated overview of the RC process to send to each circle participant prior to their precircle.
- ◆ While this information is freely and easily available to all, community members have varying levels of comfort and familiarity with the RC process and the RC system that supports it.

A ***Semi-Simulated Restorative Circle (SSRC)*** is different from either a live RC or a demonstration role play:

- ◆ different from live RC
 - ◆ Only the initiator and the facilitator have a Precircle. There is no Action Plan and no Postcircle.
 - ◆ Time commitments, especially for feedback by/to the facilitator about the facilitation process, take precedence over closure around the conflict.
- ◆ different from demonstration role play
 - ◆ You are asked to fully inhabit your role as a human being with needs *that you share in the context of this conflict, having done what that person is reported to have done in the service of those needs*. Yet don't attempt to portray the initiator's story about who you are. This is not a test of your acting skills. Caricatures are not helpful.
 - ◆ Stay present to the conflict. If confused, be authentically confused *in character, even if you are the initiator or the RC facilitator*. Editorializing and coaching are not welcome; save it for feedback and questions.

Feedback rounds follow each precircle and the RC itself. Feedback is most useful when it is tied to a particular moment in the process (observation) when the person giving the feedback might have made a different choice. Feedback about the conflict is not welcome. Feedback and questions about the conflict can be brought directly to the initiator outside of practice time.

Are there any questions about the system and process in place in this practice group?

Practice

Preliminaries

- **Identify the initiator**, someone with a live conflict of intensity between 4 (lower is boring) to 7 (so the initiator's needs don't trump the group's stated purposes) on a 10-point scale THAT DOESN'T INVOLVE ANYONE IN THIS ROOM. NOTE: A 4 can easily shift to a 10! Call on people in descending order of *experience with this practice group* until you find a conflict you like and then ask any remaining participants if they have one they'd rather we use. In the event more than one usable conflict is on the table, the co-hosts will choose collaboratively and transparently based on which conflict seems to offer the most opportunity for learning.
- **Identify the RC facilitator**: Call on people in descending order of *training and experience with RC facilitation* until you find someone who is willing and then ask for objections. In the event more than one RC facilitator comes forward, the co-hosts will choose collaboratively and transparently based on what needs for facilitation practice are alive/on the table in the moment.
- **Invite other participants** to imagine themselves in the facilitator's role and be alert for where they would have made a different choice (for vicarious facilitation practice), AND to exercise their trans-partiality muscle by reaching for the humanity of everyone in the initiator's story.