

# Today's Presenters



**Stephen Jackson**

Restorative Justice Practitioner/ Trainer,  
Director of Equity and Antiracism,  
Oak Park Public Library (IL)



**Tatiana Swancy**

Restorative Practices Coordinator,  
Oak Park Public Library (IL)

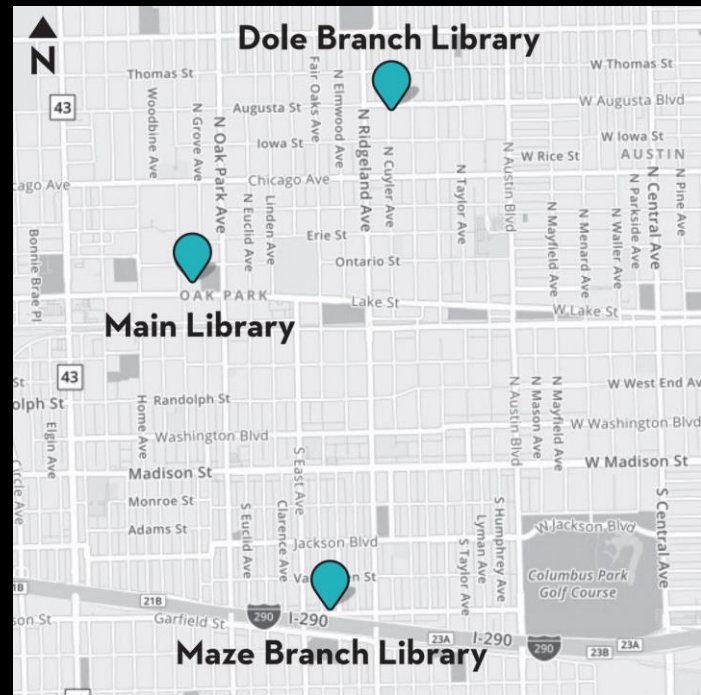


# Creating a Restorative Library Culture

**Stephen Jackson**, Director of Equity & Anti-Racism  
**Tatiana Swancy**, Restorative Practices Coordinator  
Oak Park Public Library (IL)

# Oak Park

52,000 residents  
in about  
4 square miles



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# Who we are



Amanda Evans Photography, 2021

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# Who we are



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# Objectives

- What are Restorative Justice & Restorative Practices?
- Oak Park Public Library's Restorative Journey
- Implementation of Restorative Practices
- What you can do

# Restorative Justice



“Restorative justice is a theory of practice that emphasizes and creates space where every voice is heard. When harm is done, the aim is to repair the holistic well-being of persons harmed, the offender(s), and community(ies) impacted by an offense and ultimately prevent recurrences of harm.”

- Stephen Jackson



# Restorative Practices

“Restorative practices are the tools and methods used to promote restorative justice ideology. Restorative practices focus on identifying ways to strengthen relationships between individuals and the communities they belong to.”

- Stephen Jackson







# Restorative Journey

- Turn outward
- Inform
- Intent
- Focus internally



2013: Turning outward, community knowledge, community conversations, shared aspirations

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# Hired a Social worker

2016: Replaced contracted security with a staff-led, trauma-informed care model of engagement



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# Multicultural Collection

2016: Added artifacts and titles offering more 'windows and mirrors'

Items from around the world can be checked out by patrons, teachers, and non-profit organizations

Includes special monthly displays highlighting specific cultures and identities



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# Fine-free

2017: Eliminated late fees for overdue materials to remove barriers to access



Courtesy Toledo City Paper

<https://www.oppl.org/news-events/announcements/on-june-1-we-go-fine-free/>

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# Community Building

2017: Introduced a barbershop inside of our main library



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# Annual Restorative Justice Conference

2018: Intergenerational  
event for learning, sharing,  
connecting



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[2018 coverage](#) and [2020 coverage](#)



# Restorative Practices Coordinator

2021: Tatiana Swancy first in new role

- Programming and projects that build relationships, center well-being, and amplify underrepresented voices



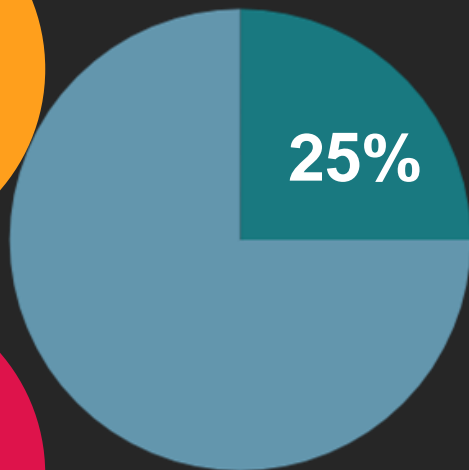
# In practice:

## Circles for library staff led by library staff

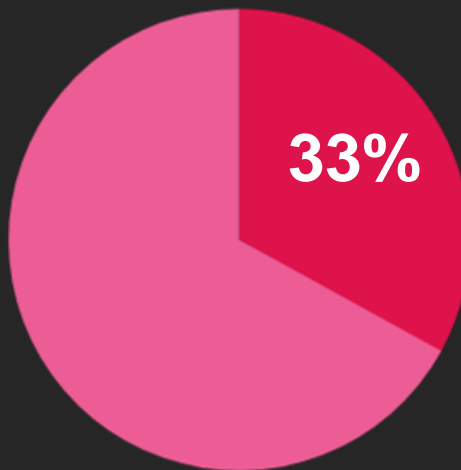
- Topics include:
  - anti-racism, grief, work/life balance, and reproductive justice

# Circle Training

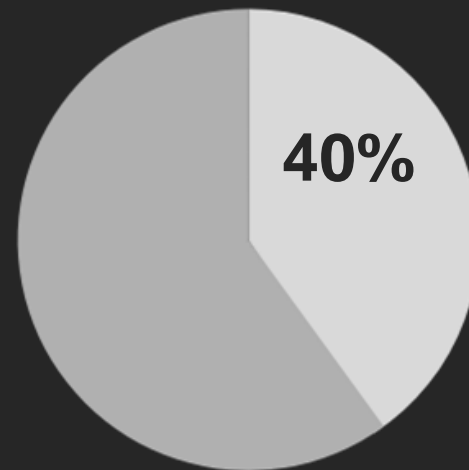
**All Staff**



**Leadership Team**



**Management Team**



# In practice:

## Family and Community Circles

- Intergenerational
- Centered on anti-racist text or media
- Trained students in principles of circles



Oak Park Public Library, November 6, 2022, photo by Paul Goyette.



# In practice:

Mitigating criminal offenses in the  
community versus the criminal justice  
system





# In practice:

- Community: Restorative Justice and Restorative Practices in Public Libraries
- Meeting monthly since 2018
- Over 70 members are part of the listserv/meetings
- [Sign up!](#)



# Contact Information

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