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)

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Oak Park
52,000 residents
in about
4 square miles
Who we are

Amanda Evans Photography, 2021
Who we are
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

https://www.ala.org/tools/libriestransform/libraries-transforming-communities/resources-for-library-professionals
Hired a Social worker

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

https://www.oppl.org/use-your-library/social-services/
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

https://www.oppl.org/read-listen-watch/multicultural-collection/
2017: Eliminated late fees for overdue materials to remove barriers to access

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

2017: Introduced a barbershop inside of our main library

https://www.oppl.org/news-events/learn-connect/rich-in-resources-when-we-engage/
Annual
Restorative
Justice
Conference
2018: Intergenerational event for learning, sharing, connecting
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: 25%
Leadership Team: 33%
Management Team: 40%

A LIBRARY FOR EVERYONE
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.

OPPL’s [Introduction to Circles as a Restorative Practice](#)
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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