

PIA SAFE QUARTERLY

Peers in Anesthesiology Supporting a Fair Environment



April 2023

UP NEXT!

Spring Retreat

Sat. April 22

8a-12p

Peters conference room

Topics:

Peer Support Techniques

Managing Conflict

Delivering Feedback

Being an Upstander

Sunrise Sound

Bath Therapy

Wed. April 12

6:45a-7:45a

Peters conference room

Start your day with a relaxed and clear mind with this restorative practice!



***What happens in Vegas, does NOT stay in Vegas.
The role of Restorative Justice in Academic Medicine***

We all know the saying, “What happens in Vegas, Stays in Vegas.”

Much like how the actual saying does not hold true, bad behavior does not happen in a vacuum. What happens in “Vegas” does NOT stay in Vegas. The ripples from inappropriate, abusive and unsafe behavior spread far and wide and affect not just those personally affected, but negatively influence our community as a whole.

A technique that has been long used in the criminal justice system, has now made its way to academic medicine, Restorative Justice. Restorative justice processes are forward-looking and aim to repair harm arising from wrongdoing while addressing the root causes that lead to incidents. It focuses not on the immediate incident and offenders but seeks to identify and respond to the broader culture that made the misconduct possible

Restorative justice looks at repairing harm from a broader perspective than the binary relationship between victim and offender.

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Restorative justice focuses not on punishment, but on making things right and reintegrating the person who caused harm back into the community with the skills and awareness to make better decisions in the future. It creates space for offenders to make amends for wrongdoing in a positive, constructive way that heals, repairs harm, and reconciles relationships.

Restorative justice creates lasting change for both the community and the people involved. It takes work and introspection from everyone.

Academic medicine has long used **retributive justice** when incidents occur. Retributive Justice refers to a theory of justice that is founded on the idea of punishment being the best response to a crime. The ultimate goal retributive Justice is not rehabilitation, reparation, restoration, or the prevention of future offences. It is, instead, punishment, and returning to the offender a proportionate and suitable punishment in line with the crime and its gravity.

Retributive justice does not help move our culture forward. Restorative justice does.

The restorative Justice model is based on the 5 R's

Relationships: At the heart of every restorative justice process is a damaged relationship. Without strong relationships, we cannot create a safe community.

Respect: Respect keeps the process safe. All involved parties are trusted to show respect for themselves and for others at all stages of the process. We employ deep listening, where instead of assuming we know what the speaker is going to say, we focus on what they are actually saying. Even if we disagree with their thinking, we try to understand their perspective

Responsibility: In order for restorative justice to be effective, everyone must understand their own personal responsibility. Even if the harm was unintentional, the person who caused harm needs to take responsibility for their actions. Ultimately, taking responsibility needs to be a personal choice and cannot be imposed on someone unwillingly.

Repair: The repair principle replaces thoughts of revenge and punishment, instead focusing on moving forward in a more positive direction. It is through working to repair the situation that the person who caused harm is able to regain their self-respect and respect for others.

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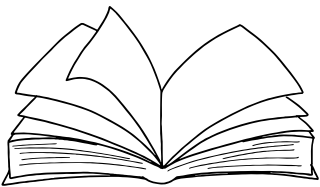
Reintegration: In order to complete the process, the community allows the person who caused harm to accept responsibility and begin the reintegration process. Reintegration encourages collaboration of the community and the person who caused harm rather than turning toward coercion and isolation by Employing circles of support and accountability. This process recognizes the assets the person who caused harm brings to the table and what they have learned through the process

Techniques and ideas found in the restorative justice framework can be useful to us as PIA SAFE champions as we navigate hard conversations and situations.

We will all make mistakes. What is important is to acknowledge when we or others make mistakes that we find ways to all learn and grow from them as a community.

While we may never be privy to “punishments” and conversations that may occur behind closed doors, what we CAN do is work with those who have been impacted to assess their emotional and restorative needs and help them move forward.

Thank you for all that you do as PIA SAFE Champions!



Do you want to read more about restorative justice?

https://www.samuelmerritt.edu/sites/default/files/2020-08/FDC_PED2020_Resource_RJ-Rx-for-Mistreatment-in-Academic-Medicine.pdf

<https://www.aamc.org/news-insights/viewpoints/healing-healers>