**Exploring Accountability Processes**

**Group A:** What values, concepts, or goals guide your approach to the ***process*** of accountability?

*(ex.: mercy; transparency; “rule of law”; “innocent until proven guilty”)*

**Group B:** What goals do you have for an accountability process? What kinds of **outcomes** are ideal?

*(ex.: find out what really happened; punish offender; keep it from happening again)*

**Group C:** What **concerns or fears** do you have about facilitating an accountability process?

*(ex.: the wrong person may be punished; “an eye for an eye makes the whole world blind”; doesn’t serve the interests of the person who was wronged)*

Some Ways We Might Respond to Harm (in necessarily over-simplified terms)

Retribution:**“People who do wrong should be punished. It doesn’t have to be an eye for an eye, but bad behavior should have consequences, and knowing they might be punished can help deter people from hurting others.”**

*What does retribution look like? What is the appeal of retribution? What are some problems with it?*

Restoration: **“When someone hurts another person, our first priority should be to ask what the hurt person needs. Something was taken from them—maybe money, but maybe time, or a sense of safety, or comfort—and we should focus on getting that back somehow.”**

*What does restoration look like? What is the appeal of restoration? What are some problems with it?*

Transformation: ”**People hurt each other because there is something wrong in their communities. Maybe they were taught that it was okay to hurt others, or they couldn’t meet their needs any other way. The best thing we can do to respond to violence is to make sure that whatever circumstances contributed to them hurting someone are changed, so it doesn’t happen again.”**

*What does transformation look like? What is the appeal of transformation? What are some problems with it?*