

# labor and land **ACKNOWLEDGEMENT**

Restorative Justice involves taking the time and care to thoughtfully look at situations where harm has occurred. This exploration of harm and who has been affected is at the root of our practice. Our Gryphon Place Restorative Justice Practices team wants to take a moment to acknowledge the pain and trauma of hundreds of years of land theft, exploitation, and harm that has been done to our indigenous, black, and communities of color.

We honor and pay our respects to the land on which we stand, and its traditional stewards, the Anishinaabek, the Council of the Three Fires which includes the Odawa, Ojibwe, and Bodewadmi, also known as Ottawa, Chippewa, and Potawatomi people.

We also acknowledge the people of African descent who were forcibly removed from their land and separated from their families through the enslavement holocaust, and pay reverence and respect to them for building this country's infrastructure and economy with no compensation or reparations to date.

The seen and unseen harms that have occurred as a result of colonization and racism are an ongoing concern that is close to us, and we honor and uphold the people and the work being done in our community and communities across the country that give attention to these injustices.

We also wish to acknowledge the Indigenous roots of Restorative Practices. Keeping circles is a sacred and significant practice for Indigenous people. We humbly give thanks to the original Circle Keepers and the wisdom and knowledge that they have passed on. As Restorative Practitioners, we are working to bring these ancient practices into our complex, modern world in an honorable way.