

Principles of Transformative Justice in Our Movement

Adapted from Kavod's Transformative Justice Principles & NAA's Fall 2020 online Transformative Justice training

Accountability is a gift, not a burden.

We believe that each of us is inherently valuable. We name and address differences in power in cases of interpersonal harm. Emphasizing impact over intention, we commit to taking accountability where we have caused harm, understanding that everyone is capable of causing *and* experiencing harm. Our accountability processes embrace the complexities of who we are, while upholding dignity, agency, and consent.

Accountability is not punishment.

Transformative justice is our movement's commitment to addressing interpersonal and community harm outside of carceral systems and logics of disposability. As a movement fighting for a world without cages, we do not believe that systems of punishment and violence can bring us any closer to real justice or right relationship. Every time we work outside of systems of policing and punishment, we are practicing transformative justice. We reject a widespread culture of alienation, punishment, and disposability, and work toward one of connection, courage, and repair.

Accountability is our shared responsibility to one another.

We believe that accountability is both a communal obligation and an opportunity to embody our vision for the world-to-come. When conflict and/or harm arises in the movement, we commit to creating spaces and processes where needs can be expressed and respected. We draw on our collective strengths and resources to support those who have experienced harm. We work to remove material and emotional barriers that often stand in the way of taking accountability. We believe that everyone has knowledge and skills to offer this work, and to support each other through the discomfort of learning and leaning into new ways of addressing conflict and/or harm.

Accountability is a compass, not a map.

We operate at the scale of the harm and the speed of trust. Repair is slow and messy work with no one-size-fits-all approach or process. We recognize that even under the most favorable of circumstances, total healing & repair is never a guarantee. When this work gets messy, and especially when we are called in to take accountability, we commit to engaging authentically and with resilience. Even when challenging, we believe that there is inherent value in the process of seeking repair, because when we wholeheartedly commit to the messiness of the work, we can unlock the potential for transformation.

Accountability is love put to action.

We honor and practice loving critique (תוכחה- *tochecha*) because love and learning are critical to liberation. We give ourselves permission to consider conflict a generative opportunity for deep learning because we know that *love without action is not enough* to break down lifelong patterns of oppressive behavior, both as individuals and as a community. We commit to loving each other

enough to let each other know where our growing edges are, and see ongoing feedback as an important gift and practice. We believe our shared vision and values will hold us as we confront internal conflict, disrupt the status quo, and commit to accountability for a freer future.

Resources:

- [Compiled Transformative Justice resources](#)
- [Slides from September 2020 Transformative Justice training](#)
 - [NAA Money in the docs.google.com/document/d/1oJ3dfhHVbUyDDZmhYUWK5LEFoz7WfJUFmNcVxd7UjU4/editMovement Principles](#)
 - [NAA DNA + Principles](#)
- [Kavod Transformative Justice Principles](#)
- [Kavod Accountability Cover Page](#)