

AVP-USA Annual Report

Transformation
Through Bold
Engagement



Transformation Through Bold Engagement

Change is constant, transformation is a choice.

AVP-USA did not stop during the pandemic. In 2020 we harnessed the power of our community building skills to create bonds over technology. We continued to transform by exploring virtual workshops and other ways we create AVP spaces, this work continued in 2021 and will continue as we reflect on what is working for AVP. Some local groups were able to reconnect with their prison programs, in some cases through technology. Others are restructuring their focus to community and youth workshops. AVP-USA continued its transformation with a revived Peace Fellows program and the living Peace, Justice and Community Statement. The statement and Peace Fellows "AVP Tree" can be found in the appendices.

Collectively, we are greater than the sum of our parts. Action coupled with connection is more generative than isolated action. Exploring new ways to engage in action and nurture connection takes courage and commitment. Through the process, we learn and grow - as individuals and as a community. We share and learn, to practice and grow bold together.

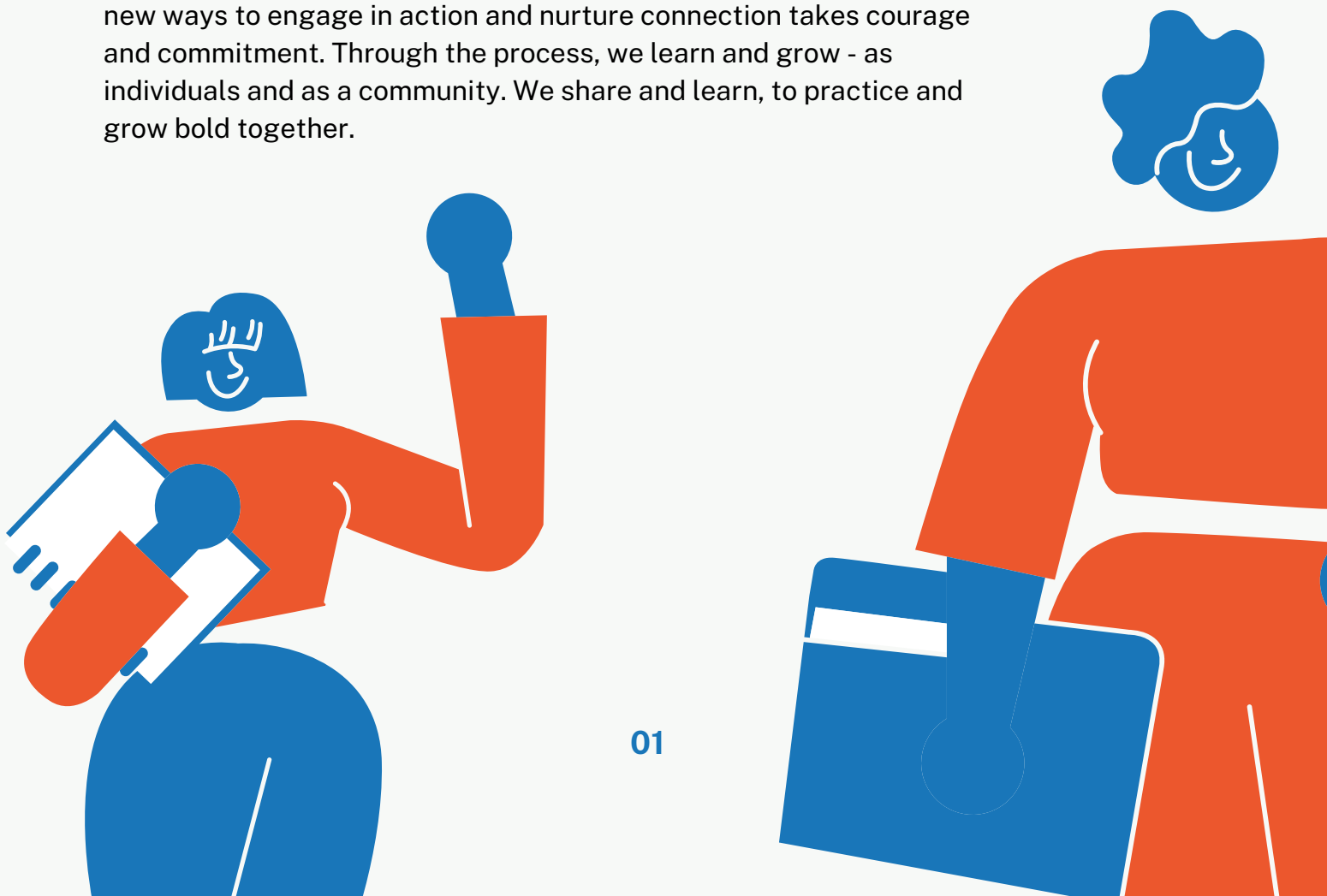


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Measuring Progress

Alternatives to Violence Project
Annual Report 2021

Prison	Community	Youth
In-person Basic <ul style="list-style-type: none"> • 35 Workshops • 507 Participants Virtual Basic <ul style="list-style-type: none"> • 11 Workshops • 91 Participants 	In-person Basic <ul style="list-style-type: none"> • 13 Workshops • 159 Participants Virtual Basic <ul style="list-style-type: none"> • 24 Workshops • 186 Participants 	In-person Basic <ul style="list-style-type: none"> • 4 Workshops • 61 Participants
In-person Advanced <ul style="list-style-type: none"> • 22 Workshops • 236 Participants Virtual Advanced <ul style="list-style-type: none"> • 4 Workshops • 29 Participants 	In-person Advanced <ul style="list-style-type: none"> • 2 Workshops • 27 Participants Virtual Advanced <ul style="list-style-type: none"> • 9 Workshops • 75 Participants 	In-person Advanced <ul style="list-style-type: none"> • 2 Workshops • 13 Participants
In-person Training for Facilitators <ul style="list-style-type: none"> • 5 Workshops • 62 Participants Virtual Training for Facilitators <ul style="list-style-type: none"> • 3 Workshops • 19 Participants 	In-person Training for Facilitators <ul style="list-style-type: none"> • 2 Workshops • 16 Participants Virtual Training for Facilitators <ul style="list-style-type: none"> • 12 Workshops • 86 Participants 	In-person Training for Facilitators <ul style="list-style-type: none"> • 1 Workshops • 3 Participants



2021 Workshops & Participants

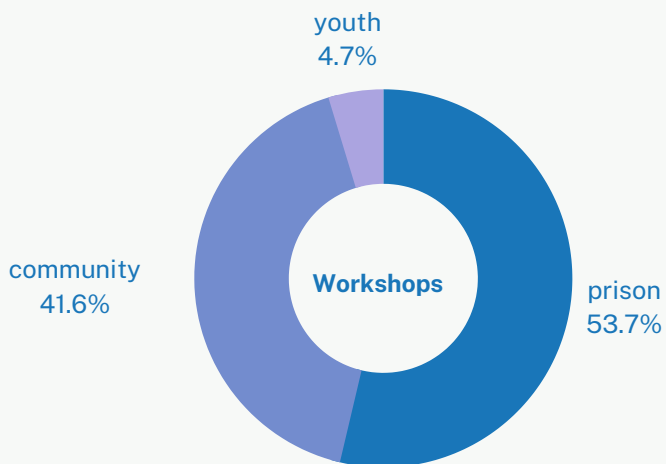
Total Workshops and Participants

149

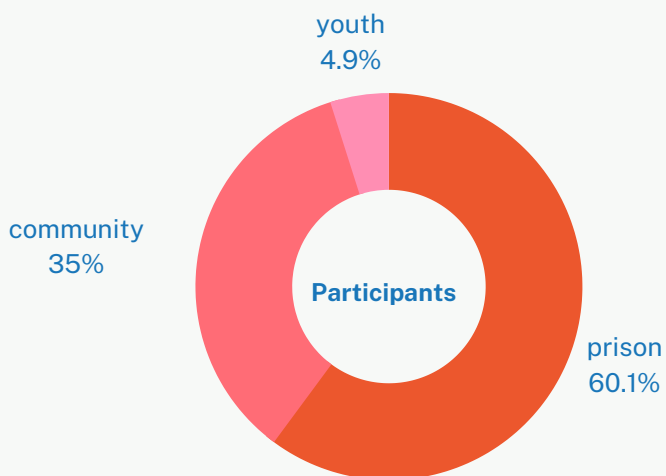
Workshops

1570

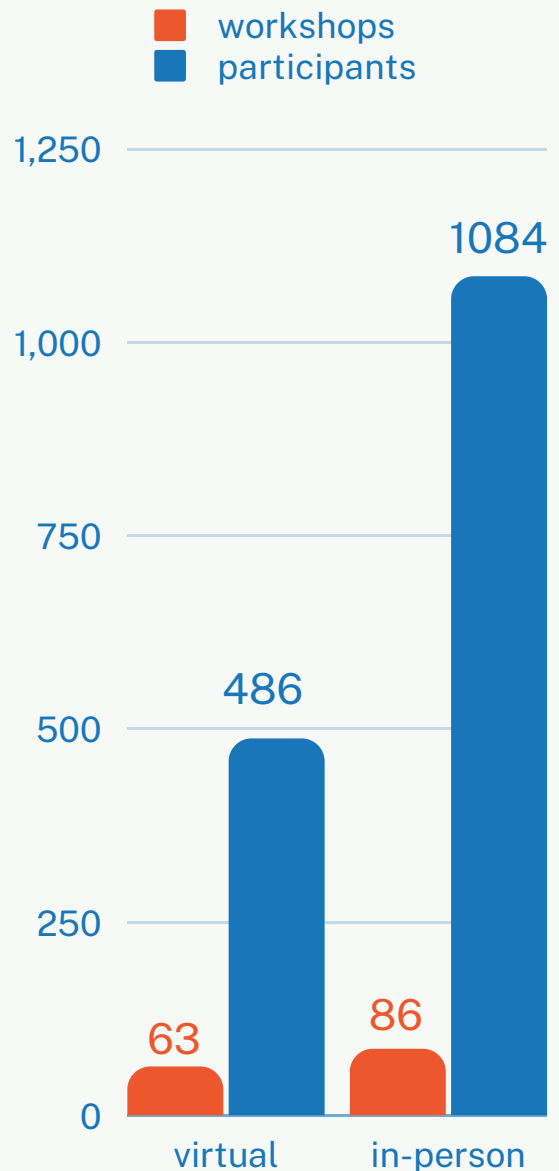
Participants



Workshops Percentage by Category.



Participants Percentage by Category.



Creativity fosters healing, what does your local group imagine a transformed AVP-USA looks like in a year, in 5 years, in a decade?

Alternatives to Violence Project
Annual Report 2021

Promoting broadened awareness of AVP throughout the country.

One with even more diversity and more recognition in general society, education, and conflict resolution spheres; more influence in transforming the local communities of returning citizens; and more interaction and understanding between facilitators/participants who have been in the prison system and those who haven't.

A return to face-to-face workshops, improved training manuals (currently in process), a wider exploration of innovations, and an organization that is younger, more diverse, and more racially aware. Our facilitators and participants should not be encountering micro-aggressions in our programs.

One that can bring the principles of AVP to our toxic culture and influence how we communicate with each other; individually, groups and institutions.

If it's possible to get the prison system to allow virtual programming, we can increase a lot of offerings.

Hopefully fully engaged prison programs, expanded programing in other institutions (schools?) and an adapted community engagement curriculum. How can we make our 18 hour program attractive enough for folks to want to attend?

More partnership with community based organizations and community groups that use AVP workshops as a resource for building a safe and healthy environment within their community/organization.

Truly hybrid workshops with adequate online translation and some kind of online capacity for planning prison workshops. AVP workshops and services offered to families going through difficult times through a new program called YATI Youth Alternatives to Incarceration. More AVP in the schools.

Partnerships with social workers and mental health practitioners who refer clients to AVP workshops as an intervention/support resource.

AVP expanding as a resource for re-imaging public safety.

Using AVP as a Transformative Justice resource in our communities.

Regional Data

Central Midwest (IA, KS, MO, NE)

Carla Walker

Mid-Atlantic (DC, DE, MD, VA, WV)

Bill Denison

Midwest (IL, IN, KY, MI, OH)

Miriam Bunner

New England (CT, MA, ME, NH, RI, VT)

Valentine Doyle

New York

Jill McLellan

Northern Midwest (MN, ND, SD, WI)

Representative Needed

Northwest (AK, ID, OR, NV, WA)

Rick Krouskop

Pennsylvania & New Jersey

Eleanor Novek for NJ

Representative Needed for PA

Rocky Mountain (CO, MT, NM, UT, WY)

Stephanie Krucher

South Central (AR, LA, MS, OK, TX)

Representative Needed

Southeast (AL, FL, GA, NC, SC, TN, VI)

Sean Bell & Warren Hoskins

Southwest (AZ, CA, HI)

Betty McEady

Co-Chairs **Mital Lyons-Warren** and **Alphonso Simmons**

"We have learned that the AVP message is long-lasting and endures beyond the pandemic. The spirit is still there for everyone!"

"We are hopeful that our AVP, across our state and across prison, community, and youth AVP will be revived and transformed into an even stronger program."

"AVP virtual trainings have strengthened our connections throughout AVPUSA...and beyond."



Reported by: Steph Brooks

04

In-Person Workshop Data

Prison
3 Basic Workshops
55 Participants
1 Training for Facilitators
9 Participants

01

Workshop Location

Boonville Correctional
Center - state male facility

JOYS

"Above all, being able to return in person to support the offenders who had been without visitors/outside people in their lives for about 15 months. We had one inside facilitator who was sentenced as a juvenile to life without parole. His case was eventually reviewed after the 2012 Supreme Court ruling and he was released in December after serving 33 years in prison. Immense joy for him, his family and us."

AVP Missouri Cont.

AVP Missouri is back in their one prison facility. They were lucky that two seasoned inside facilitators were still in the facility, so it was not difficult to return.

They have not had the opportunity to do anything virtual in their facility. They maintained contact to a small degree by writing to their key people inside to let them know they were not forgotten and they would be back as soon as possible. (Communication was one-way only.)

Other AVP Activities:

They held a mini facilitator training after their first basic in 2021. This lasted two hours, and they like to do this periodically when they have several new trainees. They used Zoom for our annual meetings - this went well.

Concerns:

They have a minor concern over a current program of giving the offenders time off their sentence for taking classes. This includes AVP. They are unsure whether this was a program to reduce the population that will continue, or was a temporary arrangement. They questioned the level of attention in one or two of the workshops.



Reported by: Marge Schlitt

No workshops held in 2021

JOYS

"Nearly every month since June 2020 we have had a newsletter with contributions from almost all of our facilitators, both inside and outside. We also have had nearly monthly Zoom calls to check in with each other and make plans. We can communicate with our inside folks by JPay, which works pretty well.

In February, 2021, five facilitators presented the AVP program to the residents of Eastmont, a retirement community. The two groups in Nebraska, Lincoln and Omaha, have started working together (including the newsletter and the Zoom calls). Contributions to the Lincoln Community Foundation's Give to Lincoln Day produced quite a lot of money, considering that we didn't ask anyone for contributions this year. It was quite sufficient to cover the expenses of the newsletter.

We are delighted that two of our facilitators, Charismatic Carla Walker and Big Bill Zuck have been chosen to be AVPUSA Peace Fellows for this year! They both are great assets to our group."

CONCERNS

Their biggest concern is the same as everyone else's - how soon can they start their regular workshop schedule? Everyone is most eager to be on the team and spread the AVP message with our friends in the local prisons and in the community. They have maintained good relations with the staff of our prisons and have permission to start soon.

Reported by: Rachel Grier-Reynolds, Marisa Wengryn, Joseph Anastasio, Bob Rabatsky, Rick Grier-Reynolds, Shavaughn Felder, Dick Kittle

03

In-Person Workshop Data

Prison
2 Basic Workshops
24 Participants
1 Advanced Workshops
9 Participants

JOYS

- In July - 4 sessions - 1.5 hours each for total 6-hours - Rick and Bob and Rachel and Joseph – presented a mini-class for University of Delaware Life Long Learning Center (OSHER/OLLI) on the Basic AVP Concepts
- In October, Rachel, Bob, and Joseph presented for Peace Week Delaware 2021 over 2 hours - The Theme was "The First Duty of Love is to Listen"
- In November Joseph presented on "I Messages" to Rick's Osher/Olli class a 1½ to Rick's class which was focused on terrorism and non-violence
- Our outside Facilitators participated in multiple online Workshops and classes to learn so many techniques and formats to transform our in-person experiences to online experiences and were able to connect with other AVP Facilitators from across the country. No only were skills expanded and deepened but a huge tapestry of AVP Facilitators grew across AVP USA

05

Workshop Location

Howard Young Correctional Institution- state men's prison in Wilmington, DE; James T. Vaughn Correctional Center- state men's prison in Smyrna, DE; and Sussex Correctional Institution- a state men's prison in Georgetown, DE; Baylor Women's Correctional Institution- a state women's prison in New Castle, Project New Start is a Delaware Re-Entry Program in Wilmington, DE.

JOYS CONT.

- Appointment: July 1st – Joseph Anastasio was appointed to the position as Member-At-Large on AVPUSA national board
- Advocacy: In the summer, Rick and Rachel met over lunch with the Officer who oversees all treatment services at Sussex Correctional Institution who oversees all counseling services. We first listened to his stories about his Grandnieces and then shared research on AVP impact on recidivism, information on the methodology, and also asked for his joys and concerns about AVP. I believe this will help to build trust in AVP programs.

Due to COVID spread, Corrections would not permit different residential facilities to join together for workshops. Their team worked closely with the Corrections staff and their inside Facilitators to design changes in monthly meetings and workshops to meet all the challenges of COVID. Due to multiple health issues their primary contact with Susse Corrections was away out on medical leave and other challenges. She has taken the AVP Basic Workshop and strongly supports the positive impact AVP has on the participants and the inside Facilitators.

In one prison they were able to design workshops that did not mix different residential venues and inside facilitators. They have formed new connections with new prison officers and staff to move forward. Because AVP is “evidence-based”, AVP is one of a very few programs allowed to operate during COVID. They have been in constant communication with Delaware Department of Corrections over the challenges of their requirement to be “volunteer” and their requirement of “classified requirements for release”.

Delaware Dept. of Corrections will not allow them to use virtual technology but their community experiences have been amazingly powerful. In the future they will probably use a hybrid approach so participants and learners can easily join.

Other AVP Activities:

AVPDE has offered multiple mini-classes across Delaware thanks to ZOOM and other virtual technologies. They focused on AVP Basic agenda, Listening, Healing, I-messages. The breakout rooms were especially valuable.

Concerns:

They are hopeful that AVP Delaware (AVPDE), across the state and across prison, community, and youth AVP will be revived and transformed into an even stronger program.

Reported by: Bill Denison, Melissa Metzger, Nancy Hutchins, Ed Sabin

No workshops held in 2021

JOYS

"We were able to send in a newsletter in first quarter to our inside facilitators. We included a general note, self care suggestions, AVP exercises they could do in small groups. We were at least able to let them know we were thinking of them.

While not able to do any workshops we did meet for a successful summer cookout during a lull in the pandemic. It was well attended by both older and brand new facilitators who had done all their workshops online. We also held one facilitator online social gathering as well as a "tech" session on zoom. Everyone enjoyed the social and those that attended the "tech" session left with a new understanding of supporting workshops behind the scenes. We also partnered with a Non-Violent Communications group to deliver a mini online workshop. The focus was to develop a greater awareness of the universal presence of needs and learn how this awareness fosters harmony amidst difference and conflict. Our quarterly newsletters seem to be well received. Finally our virtual annual gathering was well attended and some new officers were added to the board. In regards to the prison facilities in our region only one VAC has been responsive to our emails. However she has been very supportive, even printing The Transformer for the inside facilitators.

AVP in Western Maryland is down to one prison where we had an active program we hope to restart AVP when we are allowed to do so. We so appreciate having the Transformer available in an electronic version so it can easily be shared by our outside facilitators. The administration at Maryland Correctional Institution -Hagerstown is printing and distributing copies to our remain inside facilitators, which is the only contact we are allowed to have."

CONCERNS

Covid, of course. No communication from Volunteer Coordinator, Warden or State Department regarding volunteer programs despite asking repeatedly at every level.

Prison volunteers are not permitted to contact inmates so the only news they have of inside facilitators is the subscription list of Transformers for facilitators there which they group sponsors. They are down to about a dozen names this year down from about 22 or 24 18 months ago. They do a search every 6 months or so using the Maryland Inmate locator to remove the names of facilitators who have transferred from JCI or returned home.

Generally speaking their major concern is for the inside facilitators and what they will return to as they begin in person workshops. Will their facilitators still be there? Will their materials be found. Will they have to start over? Having no contact for 2 years is a challenge. They are also concerned about the level of interest from our outside facilitators. Again did they lose some due to inactivity?

Seems other regions have done such a good job creating virtual workshops there was really no need for them to create their own. They referred interested folks to other states online offerings.

They have significantly upped their email communications to keep AVP front and center in the minds and hearts of our facilitators and friends. They do bi-monthly newsletters to support engagement creating their own content and borrowing from others.

In the community they did a AVP mini workshop presentation to a high school leadership cohort.

Reported by: Michell "Zephyr" Williams, Beth Cogswell, Mital Lyons-Warren

02

Virtual Workshop Data

Community
2 Basic Workshops
14 Participants

CONCERNS

It has been challenging to keep people involved because a) we are new, b) we've been almost exclusively virtual since our beginnings, and c) we have to figure out how to expand our reach and focus, as DC does not have prisons.

JOYS

"One joy - even pride - is that we are taking a major role in AVP-USA 2022 conference planning, as we are only less than 2 years old. We also continue to work on getting more active members certified as facilitators, while trying to develop a youth program.

Last year, we did virtual book discussions (with non-AVPers also invited) as well as trauma-informed minis. Some of us also participated in AVP-MD's virtual regional gathering.

Zen Zephyr, our coordinator, made personal calls/emails to reach out to individuals and see where they're most interested in contributing their energy. This helped us stay connected in our early stages when there are not a lot of traditional AVP opportunities."

Reported by: Erica Pearson, Miriam Bunner, Aaron Nell, Archer Bunner

10

In-Person Workshop Data

Prison

1 Basic Workshops

9 Participants

1 Advanced Workshops

3 Participants

Community

1 Basic Workshops

18 Participants

1 Advanced Workshops

12 Participants

1 Training for Facilitators

9 Participants

Youth

1 Basic Workshops

12 Participants

1 Advanced Workshops

3 Participants

1 Training for Facilitators

3 Participants

Virtual Workshop Data

Community

1 Advanced Workshops

7 Participants

1 Training for Facilitators

5 Participants

03

Workshop Locations

Plainfield Correctional Facility State Prison

The Village Elkhart IN

Richmond High School

JOYS

"Continuing to work with our Core Organizing Group (COG), and supporting each other in ongoing work at the high school, and online workshops, as well as minis.

Being able to restart one of our prison programs late in the fall and finally being able to reconnect with some of our inside facilitators. Another was being contacted by the Pendleton maximum security facility in the fall asking us to start an AVP program there as soon as Covid restrictions are relaxed. This will be our third prison program once they all start up again. Having our local group offer a workshop at the Annual Gathering on Anti-racism as a culmination of some of the work we have been doing over the past couple of years during Covid.

And being able to do a series of in-person workshops this past summer in the Elkhart community to train a group of nine facilitators, which helps us expand our local group into the northern part of Indiana."

AVP Indiana Cont.

Only Plainfield Correctional Facility opened to outside volunteers before the end of the year and complications with lack of staff and poor communication with the residents caused the second workshop to be poorly attended. Residents were not given advance notice of the workshop. The facility closed again at the end of the year due to the outbreak of Omicron. A group of 5 inside facilitators helped to fill out the Advanced workshop as they were excited to have the opportunity to participate again.

The Basic Virtual was facilitated by a team of Indiana and Ohio facilitators. Participants attended from the Midwest as well as other parts of the country. The T4F Virtual was sponsored by Indiana, and facilitated by Indiana, Texas, and Pennsylvania facilitators. The participants were from as far away as California and Minnesota, as well as Ohio.

They were able to restart one prison program at Plainfield Correctional. Their greatest barrier was not being able to communicate with their inside facilitators during the last two years. When they tried to send messages, they were never sure they were received. However, some of their inside facilitators found creative ways to stay engaged by doing light and livelies and some other AVP exercises in groups they were permitted to participate in. With a number of inside facilitators having left or been transferred, they are having to restart our programs from the beginning. One goal they hope to work on in the coming year is to establish a clear line of communication with inside facilitators as they start up again.

Other AVP Activities: Facilitators have participated in the virtual AVP-USA Gathering, co-facilitated a breakout group on racism in AVP at the Gathering, and attended their own virtual AVP Indiana Gathering this past summer. A small group of our facilitators continue to work together monthly via Zoom on anti-racism and ways to educate themselves and our facilitators to ensure that AVP Indiana works to become an anti-racist organization. They are currently considering how to incorporate anti-racism training in our continuing education for new facilitators.

They have continued to keep bi-monthly Core Organizing Group meetings via Zoom since the beginning of the pandemic. The regular meetings have helped facilitators to stay engaged even when they are not able to conduct workshops. They also welcomed fellow Ohio facilitators to join in bimonthly meetings and they have attended regularly, which has helped to sustain their interest in the absence of being able to establish AVP workshops in Ohio due to Covid.

Concerns: Loss of momentum because of prisons shutting with COVID. Not being able to communicate directly for most of the year with their inside facilitators. The uptick in Covid Omicron cases significantly slowing down the restart of our prison programs. Only one facility has allowed them to resume workshops. Concern among our facilitators, many of whom are older, that neither masks nor vaccinations were being required by correctional officers, staff, or the incarcerated population. The high rate of correctional staff loss during Covid at facilities has kept them from resuming workshops. It appears that many of the facilities have upwards of 40-50% vacancy rate in staff presently. This greatly impacts their ability to do workshops on weekends or after normal working hours when most facilitators are available. Due to this issue in particular, they will have to wait to restart workshops even once Covid rates have declined enough to allow a return. Difficulty of organizing Community workshops during Covid.

Reported by: Kathy Ossmann, Joe Ossmann, Bill Warters

No workshops held in 2021

JOYS

"One of our facilitators was on teams for a Basic and an Advanced workshop conducted by AVP California. Several of our inside facilitators have been released on parole.

We conducted a monthly series of eight 90-minute sessions for a Quaker Meeting entitled "Building Community with AVP," designed to strengthen interpersonal ties and community togetherness."

CONCERNS

AVP Michigan has been fallow for all of 2021, due to the pandemic. They are looking forward to resuming prison workshops at the Ionia Correctional Facility early in 2022. However, the Muskegon Correctional Facility, where they did monthly workshops for five years, is not welcoming AVP back, due to changes in programming there which make space unavailable.

Reported by: Joseph R. (Joe) Henry

No workshops held in 2021

JOYS

"AVP/OH added two new facilitators during 2021, and brought an additional person to the advanced level. AVP/OH participated with AVP/IN in two virtual workshops, an Advanced and a T4F. They now have three apprentice facilitators and 2 experienced facilitators in the southeastern Ohio area. One of the apprentices is Chaplain at the women's prison in Dayton, and they are going to work on getting AVP started there first.

Some AVP/OH members have learned to participate in Zoom virtual workshops, and one member has learned to conduct Zoom virtual workshops.

So next year, Ohio may be joining Indiana and Michigan with an active program! WooHoo! This has been a long time coming. :)"

CONCERNS

Covid 19 continued to hamper our progress.

Reported by: Mary Ellen Preston, Margot Atkinson, Keith Barile

No workshops held in 2021

JOYS

"We have heard from several of our inside facilitators that they have been released to halfway houses and/or are out on parole. It is a joy to know these men with whom we have worked and shared are now able to rejoin the world beyond the razor wire. The Osborn counselor who has been our AVP contact for many years allowed me to send a monthly message of greeting and encouragement to our inside facilitators. This was sent as an email attachment which the counselor copied and distributed to each of our men. While the messages could not be personal, using AVP language and carefully chosen poems let our fellow facilitators know that we thought of them daily and were committed to returning as soon as allowed. Men who have been released spoke of the messages as lifelines."

CONCERNS

More than two years has passed. Several of their inside senior facilitators are no longer at Osborn. Some of their outside people have family situations which may make their return to AVP work difficult. There is much we cannot know at this time.

Reported by: Steven Ward

No workshops held in 2021 & group is dissolving

UPDATE

"I'm writing in the capacity of AVP Maine's Secretary to let folks at AVP USA know that we have, with regret, decided to dissolve our corporation and to terminate our efforts at Maine State Prison. We made this decision for three reasons: 1) Covid-19 has a firm grip on Maine State Prison with 38 infections in February increasing over the 21 in January and it is unlikely that visitors will be permitted inside any time soon; 2) AVP Maine is a very small group with five active members, all in their 60s, 70s and 80s. We are getting tired. 3) We have been unsuccessful in attracting new volunteers despite three community workshops and outreach to Quaker meetings and local churches. In short, our business model — relying on elderly retirees as Outside Facilitators — is not working. For these reasons, we are planning to file with the Corporations Division of the Secretary of State the necessary forms to dissolve the non-profit corporation that is AVP Maine."

Reported by: Chris Campbell, Kathy Desilets

05

In-Person Workshop Data

Prison
3 Basic Workshops
39 Participants
1 Advanced Workshops
3 Participants

Virtual Workshop Data

Community
1 Basic Workshops
7 Participants

02

Workshop Location

Essex County Middleton Jail
Essex County Lawrence
Prerelease Jail

JOYS

"AVP continued to hold online gatherings for facilitators who brought thought and insight and encouragement to their peers.

New volunteers are ready and eager to attend workshops and to receive training, the result of good outreach by some Massachusetts coordinators.

In a meeting with participants in the Middleton Jail facility, the men not only spoke strongly about their gains from the AVP program, but also, one of the men told the outside facilitators that he had organized a group on the unit for Black men to meet, form community and support one another in keeping out of trouble.

There has been some good cooperation with prison administration. Our chief liaison, the volunteer coordinator, attended some of our meetings and offered updates on Covid numbers and policies. At Middleton jail, administration has allowed a return to three day workshops, rather than a more drawn out four or five day format, often broken up, which created disruption and added burden for outside facilitators. "

AVP Massachusetts Cont.

Regarding the Advanced Prison Workshop listed above, The Middleton Facility went into shutdown at the end of the day on Nov. 12th. As a result, the workshop was not able to be completed until reopening in February 2022 when a two hour wrap up session was offered. Over that time, a number of men were no longer at the facility, and one decided not to attend the 2 hour wrap up session planned to allow participants to get certificates and to evaluate their progress.

They restarted programming at Essex County Middleton Jail and at the Essex County Prerelease jail in Lawrence. Three day structure proves less taxing and more cohesive than four or five day structure.

Other AVP Activities: They hold every four to eight weeks gatherings as a time to share, reflect, commune and encourage one another in living the values they promote, even against the norms of the culture, and in a time of isolation. They have also enjoyed visitation from facilitators beyond Massachusetts.

Concerns: With the shut down from Covid 19, they have lost active facilitators both inside and outside. and some existing facilitators' energy has diminished, even as others are raring to get back to workshops. DOC early releases contributes to the loss of inside facilitators across prisons, including one key inside coordinator at Norfolk. Recruitment to find replacement facilitators has proved difficult for some coordinators. The DOC did not effectively inform them of all opportunities they might have taken advantage of to communicate with inside facilitators. In particular, they learned that on-line activities would have been possible and that insiders could have accessed computer terminals to participate in online AVP. Because they were not notified, they did not even attempt to explore doing workshops with insiders in this way. We feel anxious about the isolation of our peers inside, and concern for their wellbeing. AVP of Massachusetts pillar and friend to many, Nancy Shippen, struggled with declining health. .

Reported by: Em McManamy

05

Virtual Workshop Data

Community

3 Basic Workshops

24 Participants

1 Advanced Workshop

12 Participants

1 Training for Facilitators

14 Participants

CONCERNS

Some of their workshops are too small and it is hard to keep the energy going, especially for those who have to work full-time. They are really unhappy not to be able to work inside the prisons yet and to think about what is going on behind the prison walls with few around to see.

JOYS

"We obtained our 501c3 IRS tax exemption last year! We trained a large group of staff from the state juvenile detention facility. Despite the continuation of COVID, we have a passionate group of AVPers, both participants and facilitators. The facilitators are completing their 3 apprentice trainings in order to expand our group of fully trained facilitators. Currently we have 10 fully trained who have completed their apprenticeship. We are pleased since we only started the state chapter in 2020. We have an active steering committee that meets monthly to practice AVP on zoom skills and to plan our workshop calendar. We have benefited from online workshops by welcoming participants from as far away as St. Thomas and Oregon, US! We also had an in-person pig roast (first annual) in July at which 50 AVPers enjoyed a meal outdoors and learned some in-person light and livelies! We also include trauma healing activities often in the workshops, organically added to the flow. Facilitators are getting comfortable leading these as well."

New York

Reported by: Rosey Oaks-Lee, Kaaren Remley, Kim Scott, Vivian Waltz, Jackie Labatt-Simon, Mary Eagleson, Shirley Way, Alisha Kohn, Fred Feucht, Jose Pineda, Bob Garot, Eugene Lebwohl, Jill McLellan

11

In-Person Workshop Data

Community

1 Basic Workshops

4 Participants

1 Training for Facilitators

7 Participants

Youth

1 Basic Workshops

22 Participants

Virtual Workshop Data

Community

6 Basic Workshops

51 Participants

1 Advanced Workshops

12 Participants

1 Training for Facilitators

11 Participants

03

Workshop Locations

M.K. Gandhi Institute for Nonviolence,
Rochester, NY

Family Partnership Center, Poughkeepsie, NY

New York Youth Opportunity Center, Depew, NY

JOYS

"We had productive outside facilitator meetings every month. The outside teams for Clinton, Sing Sing and Taconic have met monthly to practice and maintain connection. One of the released facilitators from Sing Sing joined one of the meetings. The group was so excited they ditched the agenda and spent the time becoming reacquainted with their old friend, with much joy. Other area council and groups also met regularly via zoom. Landing Strip in Rochester continued to meet twice a month to support those who have come home. This was via zoom, hybrid or in person. We had a correspondent who kept in touch with our inside facilitators and received submissions from them for our newsletters and updates, both online and printed."

JOYS CONT.

"Our Volunteer Correspondent continued to keep in touch with many of our two hundred inside facilitators (via email) and received submissions from them for our newsletters and updates, both online and printed.

One community workshop was held in Poughkeepsie with participants from credible messengers and SNUG.

Three two or three-hour mini workshops were held with twenty-eight participants on Zoom. Fourteen were staff from Rochester City Schools."

They focused on community programs during the pandemic. All were held on Zoom except for two Basics. One was a weekend workshop in Poughkeepsie (mentioned above in Joys). The other was a youth workshop in Buffalo held in 16 one-and-one-half hour sessions, two sessions per week for two months as part of a youth empowerment program.

The Mid-Hudson Area Council (includes Poughkeepsie) is excited; a world of opportunities is opening. They are reaching the people closest to the problem by training the people closest to the problem (SNUG and Credible Messengers). Another thing they learned: being able to pay a formerly incarcerated community member to facilitate an AVP workshop is priceless. The wisdom that comes from their lived experience is irreplaceable. Facilitators were paid \$350 each for serving on-team from a grant through Vassar College.

The AVP-L listserv is an important means of connection with other facilitators across the country and around the world. When the Rochester Landing Strip went online, it allowed facilitators recently returned from across the state to join in.

They have heard of programs using Webex, and that parole hearings and some educational work was being done remotely. When they inquired into this possibility at Sing Sing for AVP they were soundly rebuffed by DOCCS. Other AVP programs have been approached about using technology for workshops including at the Westchester County Jail, but nothing further has happened.

Other AVP Activities: Westchester Area Council held two hybrid Facilitators' Days with twenty and twenty-four facilitators. Facilitators joined online for the AVP World Gathering and the AVP-USA Annual Gathering. Sometimes those recently released were able to join, however unfamiliarity with technology often posed a challenge. Three mini workshops (2-6 hours) were online. Area Council meetings provided important connections for facilitators. Many AVP facilitators became involved in the upstart, TPW-NY (Transformative In- Prison Workgroup – New York), while they could not go inside.

Concerns: Naturally, they are concerned first and foremost on the effects of Covid on the men and women who are inside. Secondly, they are concerned about their own exposure to Covid once they return. Rebuilding the team of inside facilitators will be a major challenge. They worry about the isolation of their inside facilitators who have been unable to meet during the pandemic. Lack of recognition of AVP by DOCCS is frustrating so AVP lingers in uncertainty with regularity

Northern Midwest

AVP South Dakota

Reported by: Eve Fisher, Mary Montoya, Chet Cordell

09

In-Person Workshop Data

Prison
5 Basic Workshops
107 Participants
3 Advanced Workshops
50 Participants
1 Training for Facilitators
14 Participants

02

Workshop Location

The South Dakota State
Penitentiary in Sioux Falls (Both
the Hill and the Jameson Annex)
Women's Prison in Pierre

JOYS

"The chief joy is that we are back in the prison. Covid disrupted everything. The South Dakota Prisons did not open to visitors and volunteers until May of 2021. After that, we worked as quickly as we could, and managed to get in 10 workshops in the 3 locations before the prisons shut down again for Covid in January, 2022. The prison has just reopened to visitors and volunteers, but we have no idea how long it will last. We continue to host AVP Renewals during the open times. We continue to distribute the quarterly AVP Transformer."

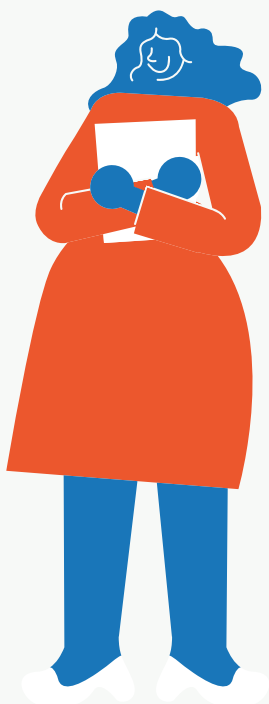
AVP South Dakota Cont.

They've been able to restart the workshops, and the renewals, in person. But they are still not allowed any virtual access, which limits the number of workshops and renewals they can do. And they are finding it harder and harder to find outside volunteers who are willing to do in person workshops. They are still struggling with this, and it looks like they will continue to do so for the near future.

Other AVP Activities: They have an active Facebook page.

Concerns:

- The pandemic.
- The ongoing need for more outside facilitators. They have lost a total of 5 outside facilitators to age and illness. And, to be honest, it is getting increasingly difficult to find volunteers who are willing to work an entire weekend. Those who are interested are willing to come for an AVP Refresher (which lasts 2 hours), but they shy away from longer commitments. They fear that some of this is due to the prevalence of Zoom meetings, which are not allowed at the penitentiary. Many today expect to be able to do everything on-line. They are still wrestling with this problem. Any advice / input would be greatly appreciated.
- The percentage of Native American inmates is again around 30%. They continue to be overrepresented in their groups as they continue to make up at least 50% of their participants.
- The need to get more outside facilitators for the Women's Prison who live closer to Pierre. It is currently a 3-4 hour drive one-way for facilitators from the Sioux Falls team to go there.



Northern Midwest

AVP Minnesota Friends for a NonViolent World

Reported by: Leah Robshaw Robinson

04

In-Person Workshop Data

Community
1 Basic Workshops
14 Participants

Virtual Workshop Data

Community
1 Basic Workshops
14 Participants
1 Advanced Workshop
9 Participants
1 Training for Facilitators
4 Participants

01

Workshop Location

Eagles Healing Nest
Veteran's Community in MN

JOYS

"We successfully transitioned complete AVP workshops over to a virtual format. In doing so, we've been able to graduate more new Outside Facilitators than in recent memory! We also prioritized staying connected to recently released Inside Facilitators - three of whom are actively facilitating community workshops and mini sessions. The AVP Inside Out newsletter publication that we print each month is mailed to around 450 incarcerated members of the AVP-MN community. We receive ongoing subscription requests and newsletter submissions. You can find electronic copies at: fnvw.org/avpinsideout "

AVP Minnesota Cont.

They've been able to restart monthly community-based virtual AVP workshops. They are experimenting with a basic, Advanced and T4F combo workshop model that uses breakout groups to accommodate the specific experiences for each level of workshop, but uses large group activities as well. This has helped them graduate new AVP facilitators in a timely way during the pandemic when regular prison workshops aren't available for training facilitator. They've also begun offering in-person AVP workshops at The Eagle's Healing Nest – and intentional community for veterans, service members and their families who suffer from the invisible wounds of war.

They are experimenting with three different ways to offer virtual zoom workshops:

- the workshop takes place over one weekend
- the workshop takes place over 4 days, split over 2 weekends
- the workshop takes place over 6 days split over 2 weekends

This allows facilitators to choose the option that they like best, and provides options for workshop participants as well.

Other AVP Activities: They've also begun offering community based mini sessions through Community Education sites in MN. Topics have included re-imagining community safety, active by-stander intervention, and re-imagining difference.

Starting in Dec 2020 they began publishing the AVP Inside Out newsletter to mail to incarcerated members of our community and to send out electronically to people on the outside. (fnvw.org/avpinsideout) They also started running AVP Refresh Zoom gatherings for 4 hours every other month as a place for facilitators to gather and practice their AVP skills.

Concerns: It's extremely frustrating to be prevented from running AVP Workshops inside correctional facilities - virtual or in person - for two years now. Also, some of our AVP facilitators just aren't into Zoom workshops and, as a result, have reduced their engagement in AVP since the start of the pandemic.

Reported by: Liz Gerken Miller, President & Board of Directors

01

Virtual Workshop Data

Community

1 Basic Workshops

6 Participants

CONCERNS

Several Inside Facilitators have been released in the past year and have made contact. As a direct result of the Pandemic, the Board and Facilitators made the decision to refrain from all in-person workshops through the 2021-2022 Fiscal Year. They had a very successful virtual Pilot Basic Workshop although that's the only one they have been able to coordinate thus far. One of our biggest concerns is the lack of in-person activities with the inmates in their state and that the positive influence that the AVP model offers, is not able to be reinforced and practiced. They have missed the opportunity to share results of their proven successes for the Reducing Recidivism & Reentry Conference currently being held in Alaska.

JOYS

"We are surviving the Pandemic and continuing to share AVP practices in our everyday interactions. We have been able to continue involvement with an Inside Facilitator who has been on the outside for over 1 year now. Inside Facilitators have received the Newsletter subscriptions and communication with them has been via both written word and video. We were able to record a video of encouragement and support to the Inside group, which included all of our outside Facilitators and shared via the Education Director of the institution. We had the pleasure of collaborating on a Hands of Peace Newsletter called The Hope Report, intended to provide both support and education for the Inside Facilitators as well as past, and hopefully future participants. This was created with financial support from Department of Corrections and hands-on creation by one of our Lead Facilitators."

Northwest

AVP Idaho

Reported by: Ann Dusseau

No workshops held in 2021

JOYS

Continued contact with prison chaplain

CONCERNS

No volunteer s allowed in prisons

AVP Nevada

Reported by: Rita Sloan

No workshops held in 2021

JOYS

"The Catholic Church held a one-day event called "Inner Peace to World Peace," which I participated in. I was able to convince the planning committee to take the event beyond a simple "retreat" style day and incorporate some AVP listening exercises. Everyone was delighted at the many positive comments we received due to those exercises. Also, the nearby federal prison we serve asked us all to take the volunteer training again, which several of us did. We await that prison's reopening. Our team, not especially large, has been in email connection through the months of the pandemic. We have also held ZOOM meetings, one quite recently, to discuss next steps.

CONCERNS

Went through the required process of a reevaluation with state department of corrections, and was reapproved. However, no one among our facilitation team has volunteered to coordinate with the department of corrections. Several are discerning taking this on.

Northwest

AVP Oregon Salem Area AVP

Reported by: Bruce Stock

No workshops held in 2021

JOYS

"I attended some of the AVP National Gathering on Zoom. The Oregon State Penitentiary would like to have AVP Workshops and Reunions again, when it is safe. I have had community folks inquiring about workshops. We had an Oregon AVP Zoom check-in meeting with facilitators."

CONCERNS

Community workshops for adults and youth



AVP Washington Projects for a Civil Society & AVP-Spokane

Reported by: Roger Kluck, Cindy Nover

03

In-Person Workshop Data

Community

2 Basic Workshops

30 Participants

1 Advanced Workshop

15 Participants

01

Workshop Location

Quaker Meeting House,
Recovery Center

JOYS

"We have begun training people associated with a Reentry House Community to become facilitators, with the aim of having it become a center for AVP reentry work. With our limited ability to do in person workshops, we sought other ways to reach out and be useful. We helped arrange for 3 virtual EMDR trainings with PRISE. And we ran 4 classes on NonViolent Communication for jailed veterans and developed a correspondence course format for those, along with weekly one-on-one window/video visits. We also were part of a DOC workgroup to overhaul Reentry regulations and policies to make them more conducive to successful returns."

AVP Washington Cont.

They have not yet been able to reenter the two prisons and 2 jails they served in the past. They have however received a 2+ year grant to train members of the Black Women's Coalition to End Violence to become AVP facilitators and take the program into their communities.

Their DOC has begun to allow legislative video testimony from prison, but has not yet opened to the idea of any multiple person sort of groups or workshops virtually. They do have one jail program where they have regular video calls with participants, but they are limited to one-on-one. They started a program as a book group with one-on-one video calls. The first book however was Nonviolent Communication and the group quickly converted to an ongoing NVC program.

Other AVP Activities: They held virtual monthly meetings. And they held two 1-day refresher workshops for facilitators during let ups in the lockdowns. They have engaged in several non-AVP activities to keep serving the public, these include EMDER trainings for facilitators and first responders, a series of NonViolent Communication classes.

Concerns: Covid and expedited releases has led to the shut down of numerous prison units in Washington. They have closed units that had the most programming. They will have to move to new prison units and get DOC cooperation for these moves. Also their 30 inside facilitators have been blown to the winds. Some by release, others moved to prisons that do not yet have AVP. Because of covid, sentencing changes and two new court cases the state is looking at releasing up to 4,000 additional inmates. They fear that the state and community to not have the support structure in place to serve all these returning citizens, and they fear recidivism rates will be high.



Reported by: Eleanor Novek, state coordinator

03

Virtual Workshop Data

Community

2 Basic Workshops

14 Participants

1 Advanced Workshop

16 Participants

JOYS

"We first went virtual in 2020 and since then we have been able to refine our Zoom facilitating so that the technological part of our virtual workshops now runs smoothly and efficiently. Participants have been willing to take these workshops seriously and report getting a great deal out of them. Also a number of our inside facilitators were released early due to COVID. Some of these folks have had major life successes (new children, new marriages, new jobs, new school) and they are delighted to share their stories with their AVP-NJ family."

CONCERNS

Many of their outside facilitators are falling out of touch and not responding to email requests to join online workshop crews. Several of them have said that they love AVP but hate Zoom and can't see themselves facilitating online at all. Others have just stopped responding at all. Although they love AVP, most of the returned citizens say they are too busy with work and family responsibilities to join workshop crews. They are likely to need a whole new cohort of facilitators when face-to-face workshops resume. Of course, the worst part is not being able to do any prison workshops or even maintain connections with inside facilitators. There has been major administrative turnover at the prisons where they operated (as well as a major brutality scandal that resulted in the firing of an administrator and a number of officers being criminally charged). When COVID lifts, they fear they will need to "sell" the AVP program all over again and re-establish it from scratch at all three institutions.

AVP New Jersey Cont.

They have not been able to restart any face-to-face programs. To look back at previous agendas is to see the beauty and importance of social contact, especially for incarcerated folks. They also recognize that many of our outside facilitators enjoyed the dynamic of prison workshops without a moment's questioning of the structural problems inherent in them. In the future, they want to add consciousness-raising to our T4Fs, and am thinking about requiring a special prison orientation for would-be AVP-NJ facilitators before they can join a prison workshop crew.

In March of 2020, all of the prisons in New Jersey ended volunteer programs, school programs, and religious programs, and then also in-person visits. Lockdowns followed. They have not had any communication from AVP prisons since then. This year, the NJDOC did allow volunteers to get their volunteer ID badges, but then the variant came and so no volunteer programs have restarted in NJ prisons. As mentioned previously, turnover among officers and administrators is very high. Also, these institutions do not mandate vaccination, so fewer than half of the officers and incarcerated people have been fully vaccinated. Masks are in short supply, etc. Therefore, those inside prisons remain at very high risk of infection and so they are biding time before reaching out to make new connections with prison administrators. NJDOC doesn't permit active volunteers to be in contact with inmates at the prisons they serve, so they cannot email them via JPay or write letters to inside folks.

Early on, there was a lot of confusion during workshops, with people losing their wifi connections, etc. The stereotype is that this would only be old folks but that isn't true; it was equally mixed. Now that many people have had to use Zoom or FaceTime to stay in touch with family members during the pandemic, they are more practiced at it. AVP NJ used to do a "Zoom intro" at the beginning of a workshop but now find that it isn't necessary. That said, a bunch of our facilitators still say they are intimidated to do the leadership tasks involved in Zooming a workshop, such as breakout rooms, screen sharing, etc.

Other AVP Activities: In 2021 they did a mini for a graduate communication class at a university. At the end of 2020 they offered a one-day online racial program workshop for AVP-NJ members only, and also a basic how-to-Zoom training for AVP facilitators.

Reported by: Anne Wallace-DiGarbo, Joe DiGarbo, John Hayden, Joe Moore

No workshops held in 2021

JOYS

- "1. We held a gathering of local facilitators and others who expressed an interest attend a gathering in November for renewal and keeping interest alive.
2. We planned and developed an agenda for a basic workshop to be held via zoom. While those potential participants chose to wait for an in person workshop, it was a good process and will help when we offer our next in person workshop.
3. We supported a local facilitator, Hikmat Sadek, who is from Palestine in her co-facilitating workshops in Gaza with young adult participants who completed all three AVP levels and proceeded to job training (3/4ths of whom secured jobs).
4. We crafted a video about AVP, the link for which we hope to post on a local counseling center website."

CONCERNS

1. There are several people in their community who bare waiting to participate in an in person workshop but we are not ready to offer one due to covid.
2. They have an interest in supporting prison workshops, but are a small facilitator base currently and at a significant distance from in-state prisons.

Sadly, we were not able to conduct any workshops in 2021. One lesson is centered in accepting the conditions not yet changeable and changing the conditions that can transform such as pivoting to online workshops transforming our reluctance to expecting the best.

Rocky Mountain

Reported by: Stephanie Krucher, Executive Director

04

In-Person Workshop Data

Prison
2 Basic Workshops
24 Participants

Virtual Workshop Data

Prison
2 Basic Workshops
7 Participants

JOYS

"In 2021, we gained a new, committed board member to grow our board. This is one of our biggest highlights as a larger board allows us to apply to additional grants."

AVP Colorado

01

Workshop Location

Colorado Correctional Center

AVP Colorado Cont.

They've continued online workshops, although some of them were cancelled due to low enrollment. They were able to go inside the prisons for a few months but then they locked down again. They continue to work on engaging our inside facilitators by creating content- rich slides full of AVP material to help lighten the burden during this time. They continue to learn what works and what doesn't work as far as scheduling workshops with our facilitators. This is especially true via the online platform.

They are trying! A work in progress and definitely something that fell to the back burner a bit. Their facilitators would like to have regular gatherings to connect, so this is something they are making a priority.

Many of their current facilitators aren't into the online workshops. Their volunteers who are training to be facilitators are, so we're working together on that.

Concerns: They've struggled with facilitators creating conflict with other facilitators and staff members. This conflict and almost competition to sign-up for upcoming workshops continues to take a lot of staff time to assess, make decisions, and maintain relationships with volunteers.



Rocky Mountain

AVP New Mexico

Reported by: Margy Willen, JJ Tellatin, Fran Kern, Linda Jordan, Nancy Rice

06

Virtual Workshop Data

Prison
2 Basic Workshops
15 Participants
2 Advanced Workshop
16 Participants
2 Training for Facilitators
9 Participants

UPDATES

"Our virtual workshops were hybrids, i.e., outside facilitators zoomed in and inside facilitators and inside participants had no individual computers but gathered in one large room. Hence, small number of participants."



South Central

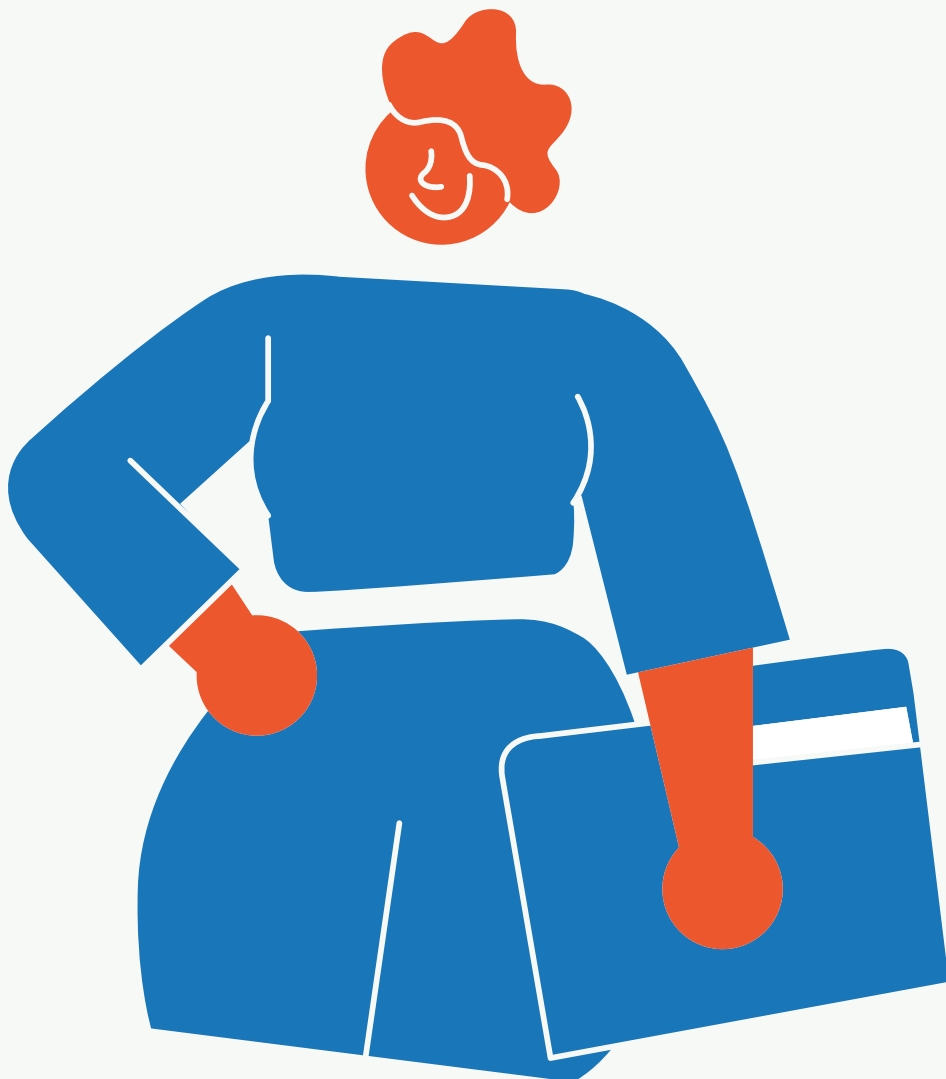
AVP Texas

Reported by: Kevin King

No workshops reported in 2021

UPDATES

AVP Texas facilitator had the pleasure of being in five online workshops hosted by RI, Westchester, and IN.



Reported by: Heather Pincock

03

Virtual Workshop Data

Community

1 Basic Workshops

8 Participants

CONCERNS

Their chapter has been slow to reactivate following over a year of inactivity due to the pandemic. Some of their steering committee members have moved away or on to other commitments and they will need to focus on facilitator development and re-engagement as they support their friends in La Grange in their efforts to establish a chapter there. They have not yet returned to in person workshops, but this is a possibility they will continue to consider as they move forward.

JOYS

"We offered our first virtual format Basic workshop in 2021 and trained a group of community members in La Grange GA who are eager to establish their own AVP chapter there. We are excited to expand the reach of AVP Georgia beyond the metro Atlanta area! This has been exciting and rewarding work as we try to re-energize our Atlanta chapter after a very inactive 2020 due to the pandemic. Our efforts continue and we have already offered an Advanced virtual workshop in early 2022!

Thank you to the Atlanta Friends Meeting for continued support, and thank you to all our new and continuing facilitators who are working so hard to make AVP Georgia great!"

AVP Georgia Cont.

So far, they have only resumed virtual community workshops. They learned from their experience with their first virtual Basic that an initial evening session followed by two weekends with half days worked better than their initial format of weekly 2.5 hour evening sessions over 8 weeks.

They are still getting reactivated after an extended pandemic related pause, but one exciting thing about their recent virtual community workshops is that it has enabled them to connect with AVP participants from outside Georgia and to work with a community in a different part of our state (La Grange in South GA) that would have been harder to support had they needed to commute there for in person workshops.

Prior to the pandemic they had already had to pause our prison programs as a result of persistent scheduling/logistical challenges so they have not been able to experiment with technology in prisons.

Although they started virtual workshops later than many other chapters (May 2021 was our first), they have generally had a positive experience with this. Their main challenges have been greater attrition of participants in workshops held over longer periods.

Other AVP Activities: They offered a mini-virtual workshop in early 2021. They hope to do more facilitator engagement work in 2022.



Reported by: Dawn Addy, Sean Bell

10

In-Person Workshop Data

Prison

3 Basic Workshops

81 Participants

1 Advanced Workshop

22 Participants

1 Training for Facilitators

13 Participants

Community

2 Basic Workshops

24 Participants

Youth

2 Basics

27 Facilitators

1 Advanced

10 Participants

05

Workshop Location

Everglades CI

Dade CI

Jacksonville

North Jacksonville

Fort Lauderdale

JOYS

"A highpoint for us has been connecting with our facilitators across this very large state via zoom. We currently have 43 members in our discussion group. In 2021 we began having regular AVP Florida meetings on zoom for Florida facilitators and facilitators who visit Florida or are in surrounding states- who are looking to connect with other programs close to them.

Meetings were hosted: January 1, February 6, March 6, April 3, May 1, June 5, July 3, August 7, September 4, October 2, November 6, and December 4 (cancelled). They began again in January of 2022.

Although attendance is often sparse (4-12), our discussions are always lively and we learn from each other and then the notes are sent out to the entire group. The group members keep in touch even though many have jobs that do not allow them to come to the meetings. About 1/3 of the group are formerly incarcerated so it gives them a special way to stay connected to AVP."

Reported by: John Shuford, Kathy Adams

03

Virtual Workshop Data

Community
3 Basic Workshops
26 Participants
1 Advanced Workshop
7 Participants
1 Training for Facilitators
6 Participants

JOYS

"We were able to hold community virtual community workshops and train 6 new facilitators. Also, one of the new facilitators is a former Deputy Police Chief who wants to take AVP to marginalized communities to reduce the need for police response. She has actively spread the word about AVP."

CONCERNS

When they return to the prisons, many of the experienced facilitators will no longer be there, so they will have to restart the program almost from scratch. It is exciting, yet will require a lot of effort from outside facilitators. However, they have an excellent reputation within the prisons, so it will be a joy to return after so many months.

Reported by: Gail Beinstock

No workshops held in 2021

UPDATES

"By 2021 we'd lost a fair amount of traction and active members of the Steering Committee (and gained a powerhouse member.) We were busy planning a DJJ Girls Workshop that got canceled because of some internal crises on top of Covid, but have the blueprint and a commitment from them to reach out as soon as feasible. We spent a fair amount of time sorting out who and where we are and looking toward where we'd like to be going. Our powerhouse got busy doing grant writing after shepherding the creation of the DJJ on-line workshop. We've reached out to potential Steering Committee members and a couple of current members have been reaching out to potential settings for future workshops. There was some limited tabling (most of these kinds of events were canceled because of Covid.) The treasury is looking great because there have been virtually no expenses this year. An on-line social gathering brought a few old folks back into the fold and we learned a lot about the increased need to follow up with folks just before those kinds of events, and to increase the connective and fun activities/exercises to maintain community. We decided to hone skills by adding a meeting, open to all current and prior workshop participants, at least quarterly, where we do a mini-workshop practice session for our own growth."

Reported by: Trina Baum, Laura Howell, Jennifer Black, Dot Dobbins, Jack Willis

No workshops held in 2021

JOYS

"Memphis AVP: One facilitator checked our email and kept our Memphis AVP Facebook Group presence current, for example, sharing online workshop opportunities available through other local chapters. Other Memphis AVP facilitators continued to use AVP concepts, tools and activities in their daily work with youth and adults at Bridges USA, Inc., and in the outreach they did.

Nashville AVP: Here are some ways that Nashville AVP facilitators tried to keep AVP alive in middle Tennessee.

1. A lively second hour at our local Friends Meeting using AVP activities and Light and Livelies to help friends old and new connect after a long period of COVID Isolation.
2. A virtual class from Auburn University called Leadership for a Global Society in which Bernard LaFayette was a guest lecturer. We were able to hear his first hand accounts of his experiences in Selma during the Civil Rights movement. We were also able to mentor students who were interested in our involvement in AVP.
3. AVP- USA annual gathering in May
4. Presentations at the World Unity Week in June and at an AVP International event in August
5. Articles submitted to a newspaper entitled The Desert Stream-Stories, Songs and Hope to Help You Thrive in the Wilderness, which was distributed to the women in the Davidson County Women's jail on a monthly basis. Articles included topics like Affirmations, Transforming Power, I-messages, and Buttons.
6. Three Facilitators were able to continue the face-to-face program at Margaret Allen Middle School. Here are comments from the facilitators: "We have been working through activities in the HIPP book as well as the basic AVP Manual. We have had very consistent attendance.

JOYS CONT.

It took awhile for us to get the right space and the right time for the kids. But, the first semester was a great success!" "Covid did not seem to affect how attentive the students were. They are eager to attend this class and every single student has cooperated fully. They also have authentic conversation following our exercises . Great students, great class."

7. Participation in Friends Peace Teams Friends Peace Teams is in the midst of a year-long reframing and reforming themselves to clean out clumps of latent racism and colonization and become a multi-centric organization. Among recent steps is renaming the governing council to "decenter" North American foci and have the four working groups operate with more autonomy. (Working groups manage the initiatives of African Great Lakes (AGLI), Asia West Pacific (AWP), Peacebuildings en las Américas (PLA), and Toward Right Relationship with Native Peoples.) Currently they are seeking an outside facilitator with international experience for their "next steps toward racial justice.."

CONCERNS

Memphis AVP- The women's jail here is still closed to volunteers due to the COVID pandemic.

Nashville AVP- 1. We were invited to conduct a 3 hour in person workshop at a Catholic Church during the fall of 2021. We asked that all participants be masked and vaccinated. After we had planned our agenda and collected our materials, we were informed that the church did not have enough participants and the workshop was cancelled. 2. We had hoped to go back to the women's prison as part of the BEST (Building Entrepreneurial Success in Tennessee) program starting in October of 2021. When we attended the recertification training conducted for volunteers we found out that masks were not required in the facility and fewer than 50% of the women who were incarcerated had taken the vaccine. We felt that given the age and the health concerns of our facilitators we couldn't go back into the prison at that time. 3. The program with which we participated in the jail has been disbanded for now since the jail is still not allowing volunteers to be a part of their programming. 4. We mourned the death to COVID of David Zarembka and his wife Gladys, who worked with the African Great lakes Initiative of Friends Peace Teams and the death of Nancy Shippen who was a vital part of the work of Friends Peace Teams and AVP. 5. Friends Peace Teams is doing a fundamental review of their position in terms of discrimination and realize that they need to make changes in how they operate particularly in countries that were colonized.

Reported by: Suzy Clarke

10

Virtual Workshop Data

Prison

7 Basic Workshops

69 Participants

2 Advanced Workshops

13 Participants

1 Training for Facilitators

10 Participants

JOYS

"It is remarkable and fulfilling that Google Meet has been initiated by a C.O. at Barchey Unit in Lewis Correctional Institute. We are able to have an online workshop on both yards. It enables outside facilitators from all over the world participate (We had a facilitator in France, Maine, Northern California). The men appreciated having the workshops and a variety of outside facilitators. We were able to do the last day of the T4F in person. Amity is planning an in person community workshop the end of February 2022. It is hopeful that more workshops will be planned in 2022."

CONCERNS

Covid is the biggest concern worldwide. It has prevented more workshops at Amity and limited workshops at Barchey to Google Meet. Staff shortage is another concern at Barchey. It means that in person workshops are unreliable. Since it is a long drive for everyone, they don't want to plan a workshop which could be canceled when they arrive. It is also a challenge to have sufficient outside facilitators for an in person workshop. Lodging can be very expensive now.

Reported by: Betty McEady, Missy Jones, Dianna Couch, JP Herrada,
Local Council Lead Facilitators uploaded workshop data into QEWR
database; George Ramos (technician who compiles the data)

58

In-Person Workshop Data

Prison

16 Basic Workshops

168 Participants

15 Advanced Workshops

149 Participants

3 Training for Facilitators

26 Participants

1 Spanish or bilingual

Community

4 Basic Workshops

45 Participants

Youth

1 Basic Workshops

22 Participants

Virtual Workshop Data

Community

8 Basic Workshops

50 Participants

4 Advanced Workshops

28 Participants

7 Training for Facilitators

46 Participants

09

Workshop Locations

California Correctional Center, Susanville
(men)

Ironwood State Prison Blythe (men)

Mule Creek State Prison, Ione (men)

R.J. Donovan State Correctional Facility,
San Diego County (men)

Salinas Valley State Prison, Soledad (men)

Substance Abuse Treatment Facility and
State Prison (men)

Delta Adult Conservation Camp (State),
Suisun City (men)

Santa Monica/Los Angeles
Stockton



JOYS

"Despite substantial reductions in the quantity of workshops (from 574 to 59) in prisons and communities, our joys depict various and creative ways outside facilitators are (1) supporting inside facilitators, (2) strengthening their local councils; developing new councils, (3) increasing numbers of new facilitators through virtual training, and (4) supporting youth in using AVP exercises to support one another.

Supporting Inside Facilitators

Antelope Valley Local Council developed workbooks and journaling activities for inside facilitators to keep their skills active until we can enter prisons again. Inside facilitators and prison staff were so grateful for the workbooks that they shared with other inmates. Staff and inmates are eager to begin AVP training again.

In addition to the 16 workshops conducted at Mule Creek State Prison, outside facilitators in the Stockton Local Council provided a newsletter to update and encourage inside facilitators to continue doing some AVP community building activities. The newsletter, posted in shared spaces, was made accessible to several inmates.

Strengthening Local Councils

Stockton Council members met monthly and focused on team building throughout the year. The Council began discussions with local non-profits regarding ways to strengthen participation of AVP in the San Joaquin Valley.

The California Steering Committee approved the development of a special team that will focus on supporting local councils. Several Councils have participated in the quarterly meetings. Through these meetings we have learned that local councils continue to meet at least once a month, some meet bi-monthly. Facilitators in the Sierra Foothills area formed a new council that became official in the fall of 2021. As with most local councils, the COVID 19 pandemic has compelled them to meet via Zoom.

The Steering Committee also approved financial awards to local councils that are implementing programs or special activities to advance their respective councils and to strengthen support for inside facilitators and re-entry facilitators. Councils, through this funding, are encouraged to develop other creative programs or activities that support and increase facilitators in prison and community contexts.

JOYS CONT.

Valuing Virtual Training

Virtual training to develop new outside facilitators soared under the leadership of Diana Couch in Antelope Valley. Virtual training opened up AVP workshops to local and international people interested in becoming AVP facilitators. As Diana said, “We had enthusiastic participants who were able to take all three trainings and are helping me with the Zoom workshops until their local programs become active again. We find the Zoom workshops exciting and a great community building experience; different than in-person but just as powerful.”

Supporting Youth Inventiveness

It is a joy to observe the inventiveness of Latinx youth in AVP-Santa Barbara. During the growth period of AVP in the schools in 2018 and 2019 and dramatic turnarounds in teen behavior, Latinx students who participated in AVP training learned to value many of the AVP activities. Although COVID restrictions affected the quantity of workshops for youth, it is a joy to know that some of the youth continue to use AVP activities to help themselves and other teens to minimize violent behavior, reduce truancy, and stay in school. We continue to support various forms of AVP in the schools.”

In instances of short visits to prisons, they have learned that AVP facilitators, other inmates, and prison staff are looking forward to AVP California's return. More prison authorities are expressing a need for AVP. Recently, authorities at Calipatria Prison requested a meeting with prison coordinators to begin planning for AVP full-time re-entry. There has not been a report of any community workshops that have restarted. However, an issue has arisen regarding AVP's required 18-22 hours for AVP training certification. A few prison authorities have asked for a reduction in required hours. The AVP-USA Board and larger membership will need to discuss this matter and decide.

Valuing Virtual Training: Virtual training to develop new outside facilitators soared under the leadership of Diana Couch in Antelope Valley. Virtual training opened up AVP workshops to local and international people interested in becoming AVP facilitators. As Diana said, "We had enthusiastic participants who were able to take all three trainings and are helping me with the Zoom workshops until their local programs become active again. We find the Zoom workshops exciting and a great community building experience; different than in-person but just as powerful." Antelope Valley plans to: (1) restart in-person workshops in April 2022; (2) the "Youth-Build" program in September; (3) restart their intern program with California State University, Bakersfield, and to (4) continue Zoom workshops in April.

All meetings in California have been held via Zoom: the Steering Committee meetings, the Steering Committee Retreat, the Fall regional gathering in November, monthly and bi-weekly small group and team meetings, and ad hoc meetings. They all look forward to having some face-to-face meetings and retreats again, but all appreciate the opportunity to stay together via Zoom. One local group (San Luis Obispo/SLO) conducted the 3rd day of a T4F training in hybrid format. The process was successful. However, it is important to report that much of the community building and cooperative processes had occurred in a face-to-face context. A few facilitators reported that planning the exercises to align with the technology (and vice versa) seemed much more difficult than planning for a face-to-face T4F. A different local group attempted to conduct a Basic workshop with a youth community group. There was no indication that the virtual Basic workshop was completed. One critical lesson learned was the need to conduct some pre-workshop trainings to address: commitment issues, the need to remain in the training even when in small groups, and protocols around having private phone conversations unrelated to AVP. A few of the cooperative activities were more difficult to facilitate with this youth group.

Other AVP Activities: Some areas of non-certificate trainings were conducted by the Antelope Valley Local Council (Diana Couch, Coordinator and Facilitator) : (1) Training on how to facilitate on Zoom: total participants equal 31; training sessions were 2 hours long. (2) Two group-based trainings on using California's database system [QEW] for recording workshop information and related workshop completion data. (3) Two group-based trainings on facilitating "Broken Squares" in Zoom contexts: total participants equal 22. The Steering Committee has established a "Special Training Committee" to keep facilitators engaged. The Team planned trainings in trauma-resilience, developing AVP Team Coordinators, and Mark Thomas' Restorative Witnessing/Restorative Practices. Training for Team Coordinators will be offered in-person or online, depending on facilitator responses.

Concerns: Summarily, concerns across the Southwest Region relate to the obviously substantial losses in the quantity of workshop trainings in prisons and communities over the past two years: approximately 541 fewer workshops than the 600 they had accomplished 3 or 4 years ago.

Here are some ideas from the AVP-CA Vision Session at the California Gathering, 11/5/21.

AVP: Are We Doing it Perfectly Now?

Ideas for a Better AVP-CA:

Maintain the basic principles of AVP as an organization that fosters nonviolence and creative communication. It supports individuals in developing self-confidence through self-affirmation, respecting and caring for others, and building community. Maintain also that AVP is not a religious or political program.

However, let's not assume that we are doing AVP perfectly now. Take time to plan for conscious reflection and change.

- Develop ways to stabilize the organization
- Create a clear structure of the larger organization supporting local councils
- Find a greater variety of facilitators: age/race/gender
- Implement more culturally relatable activities
- Develop incentives that would include students, younger people, and working families
- Connect with friend groups/affinity groups to build community workshops
- Do a better job of welcoming people released from prison; set up a more visible structure so new releases don't get lost (Homeboys may have a program we could adopt.)



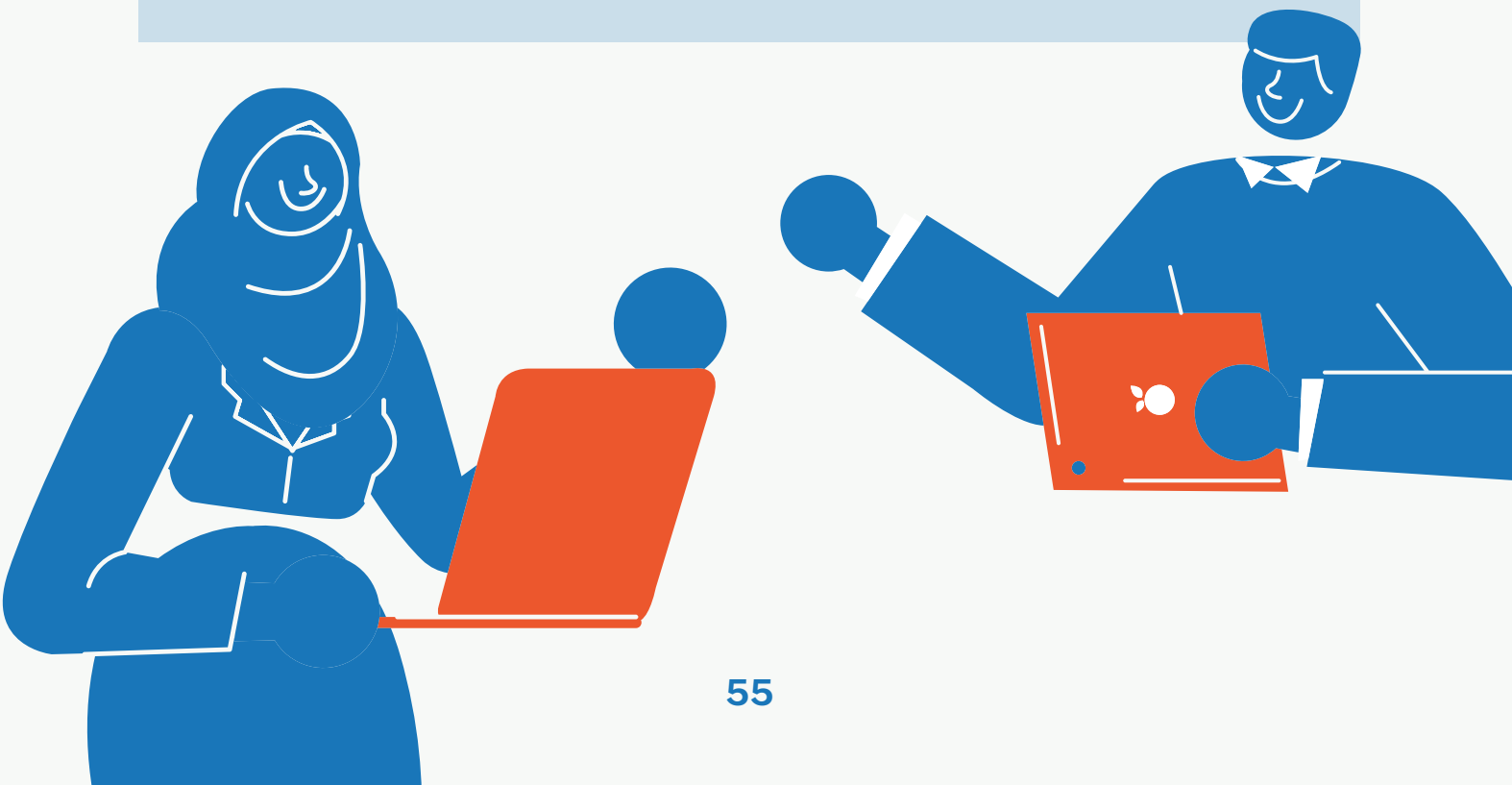
CLARG

Committee of Local and Regional Groups

The Committee of Local and Regional Groups (CLARG) is one of AVP-USA's national committees. We are comprised of facilitators from across the country, representing AVP-USA's 12 regions. We are empowered by AVP-USA to support local groups through grants and this annual report.

Thank you to all local groups who sent in their annual data. This report was designed and compiled by Mindful Mital Co-Chair of CLARG. If you would like your local groups information added please reach out to clargreps@avpusa.org

CLARG supports existing and emerging local groups, and is responsible for empowering and nurturing existing and emerging local AVP-USA groups.



During the 2021 AVP-USA National Gathering, we introduced a plenary called Peace, Justice, and Community. In that plenary, we introduced our Peace, Justice, and Community statement. This is a living document developed from AVP-USA's past experience with social justice and looking towards a more equitable future within AVP-USA.

AVP Peace, Justice, and Community Statement

Preamble: Where We Began and Who We Became

The Alternatives to Violence Project (AVP) is a nonprofit corporation that holds a vision for peace, justice, and community throughout this nation and world. Since its inception in 1975, AVP has constructed a programmatic philosophy and methodology aimed to promote a balance of rational self-care and personal transformation with active attention to equality, inclusive community, dignity, and justice for all.

In 1975, some incarcerated men at Greenhaven Prison in Stormville, New York formed what they called a “Think Tank.” An aim of the “Think Tank” was to help incarcerated youth break out of a culture of violence. This group of men asked some Quakers, who were volunteers at the prison, for help in preparing a program to train youth in nonviolent conflict resolution.

One of the Quaker volunteers willing to help the “Think Tank” was Larry Apsey. He went to Mississippi as a volunteer lawyer to represent civil rights activists being detained and to train civil rights demonstrators in nonviolent approaches. There he met civil rights activist Bernard Lafayette Jr. who played a major role in designing nonviolent strategies and approaches to protesting violations of civil and human rights of Black and poor people in this nation. Together they adapted their nonviolence training and drew the agenda format from alternative educators to form the first AVP workshop for men incarcerated in Greenhaven Prison, New York.

From the collaboration between the “Think Tank,” Quaker volunteers, and pioneer civil rights leaders in nonviolence AVP grew as we know it today. It has become an organization committed to core values and practices that:

- Cultivate affirmation of self and others
- Build engaging and beloved community
- Foster peaceful human relations
- Promote awareness of systems of oppression and racism — individual as well as institutional
- Provide tools and strategies for nonviolent conflict resolution and resistance against injustices in all possible forms.

Appendix A Cont.

AVP strategies and tools rely — not on manipulative techniques — but on Transforming Power, that deep indomitable will to change and bring about change. Gandhi called it the truth force within each of us that guides us to develop and value a consciousness of daily nonviolence, and yet an attitude of active resistance to injustices of all forms.

As keynote speaker at the AVP-USA Annual National Gathering in Massachusetts 2017, Lafayette called AVP-USA to honor our anti-racist foundation of nonviolence and beware of potential complicity in institutional racism and social inhumanity:

If we seek deep and lasting change, we must seek transformation not only of the conflict at hand but of ourselves. We must continually ask how we are contributing to it. What of our own distorted thinking is fueling or informing the conflict? How are we connected to the violence in the [larger] situation? How might we even rely on violence — perhaps the violence of others — to sustain our own wellbeing? Gandhi said, ‘Be the change you wish to see in the world.’ As we seek to transform violent conflicts deeply, how must we ourselves transform? Come, share, and journey courageously together — towards change.”

The founders of AVP opposed stereotyping and prejudice and expected every workshop, particularly the Second Level Workshop, to have at least two sessions on these topics before practicing consensus. They understood that collaborative thinking and decision-making required a direct understanding of and opposition to patterns of oppression. Today we see more clearly how centuries-old systems of oppression, injustice, racism, sexism, homophobia, and violations of civil and human rights of all individuals become embedded in our thoughts, behaviors, cultures, and institutions. AVP-USA joins others in an anti-racist movement to make the structural reforms and sweeping changes that are desperately needed.

Changes Demanding Our Attention

Today we know everyone is affected by the false and cruel notions of white supremacy and racism, brutalizing people of color on a regular basis and blinding white people to their complicity. We have come to learn that to oppose oppression we must oppose both prejudice and privilege. Privilege is not an honor, blessing, or pleasure; it is unfair and unnecessary power over others at their exclusion, used with impunity. Challenging privilege does not change the fact that some people have advantages, but it recognizes advantages accrue from a social context and should be used for the development of all within that social context. Rooting out prejudice and privilege from our everyday thoughts, actions, words, and institutions and designing a society supporting the development of all will require vigilant self-reflection, feedback, listening, and change.

Appendix A Cont.

Gandhi warns us that to commit to nonviolence we must commit to dialogue, to listen deeply to each person's experiences of violence in order to learn how it occurs and how to oppose it.

AVP-USA acknowledges that people have experienced racism in workshops and in the organization, both in offensive interpersonal interactions, intentional or unintentional, and in systemic patterns of power imbalances. AVP-USA recognizes the harm that any racist comment or action that occurs in our community does, particularly to historically marginalized groups or individuals. AVP-USA resolves to hold ourselves accountable on all levels and seeks to be increasingly explicit in recommending active anti-racism actions.

AVP does not engage in partisan political action or lobbying, but it does challenge violence in any form and works to transform personal lives, both private and public. In the case of racism, oppression, and denigration of human beings, silence is complicity. To be anti-racist, we must say out loud to one another and to the world that we are anti-racist and any notion of a white race or its superiority is utterly false, inhumane, and unfounded. We acknowledge that anyone can perpetrate racist words or actions, intentional or unintentional. If someone feels a racist statement or act has occurred, we ask them to speak up, and we will stop, listen, respect their experience as true for them, and change our language or behavior without defense or antagonism. We commit to working together to transform our own complicity as individuals and as an organization with violent racist practices. We will continue to identify concrete actions to be actively anti-racist to become peaceful, just communities grounded in nonviolence and transforming power. Come, share, and journey courageously together — towards change.

Commitments

April 6, 2021

Discussed and written:

Betty McEady

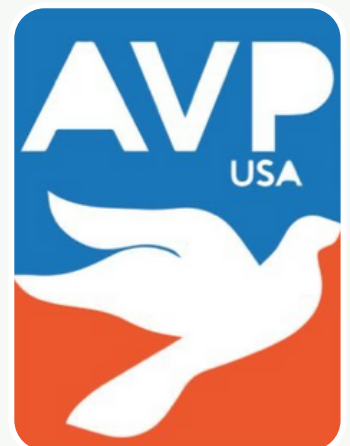
Sarah Davenport

Richard Chiamulon

Sean Bell

Alisha Kohn

Mital Lyons-Warren



Appendix B

AVP PEACE FELLOWS 2021-2022

**BIG BILL CHARISMATIC CARLA
JUSTICE-SEEKING JULIA
JOURNEYING JONATHON**



Our project is designed to spread the seeds of AVP in a national campaign. The seeds grow into roots, and roots sprout into a tree, nurturing earth's inhabitants by providing oxygen to people all over the world generation after generation after generation.

We the Peace Fellows of 2021-2022 are cultivating these roots, consisting of the History of AVP, Transforming Powers, Building Community, Conflict Resolution and Nonviolence.

AVP is like a tree providing an essential element of nonviolence to humanity just as a tree provides an essential life force to people. Every tree is supported by its roots; AVP is supported by its roots too. The Roots of AVP are:

The History of AVP, is that we stand on the shoulders of the courageous Quakers and incarcerated individuals at Greenhaven Correctional Facility, who laid the foundation to what we now call the Alternative to Violence Project, Inc. by working on the violence in themselves and the violence in their environment.

Transforming Power is the power within us to make nonviolent choices and change past harmful behaviors.

Conflict Resolution builds interpersonal skills to solve conflict to build a better society for all of us.

Building Community creates an atmosphere of nonviolence and peaceful relationships.

Nonviolence is Affirmation, Community, Cooperation, Communication, Conflict Resolution and Transforming Power. Nonviolence protects, trusts, hopes, perseveres, and empathizes much like unconditional love.

No matter where in the United States an individual has participated in an AVP workshop, when they're asked, "What is AVP?" They can respond by addressing the history of AVP, share stories of how they used transforming powers, how AVP helps build community, resolves conflict, and how practicing nonviolence can help one be more at peace.

