



The

TRANSFORMER

Supporting and Celebrating the Facilitators of AVP Workshops

Increasing Diversity in Community Workshops

Part 2

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Voices from Inside

AVP and Civility in Prison

by Generous Jason

I have had good fortune to witness firsthand how AVP affects civility on prison yards in California--first at High Desert State Prison and then at Ironwood State Prison, both at several different levels. During the 18 years of my incarceration, I noticed most convicts were civil to one another on a superficial level, probably due to the threat of violence: *Show respect and get respect*. But the thin veneer of civility was always ready to be stripped away. It was a civility based on fear. At High Desert Prison on the B-Yard, I noticed many in the population were less civil. I noticed the ugly way people talked to each other, the fist fights on the yard and the disrespectful correctional officers.

Then I heard about a program called Alternatives to Violence Project and decided I would give it a try to earn myself a certificate for the parole board. During the three-day workshop, I felt the Transforming Power that the facilitators presented. They must have noticed something in me because Adventurous Ann asked me to help sign up more guys for the next workshop. I attended several workshops as a volunteer helper and then attended a Training for Facilitators workshop. After facilitating several workshops and seeing over 150 participants attend, I noticed guys of different ethnic backgrounds were treating each other more civilly. A simple acknowledgment or a "good morning" based on mutual respect rather than fear was new to me, and I was stunned by it. It wasn't what I'd been used to during the first part of my prison time. By the time I left



High Desert for Ironwood, some of the officers were acting more civil. The warden, the captain and several officers acknowledged AVP and commended AVP participants.

Once at Ironwood, I was chomping at the bit to get AVP started. After about 10 months, we had our first workshop. Now, we've had many workshops, and two groups of facilitators have been trained. Almost 200 guys have participated. Once again the level of civility has risen. I find myself talking about AVP and Transforming Power to anyone who will listen.

AVP saved my sanity and restored my faith in my fellow man. Seeing civility towards one another is a remarkable change. Forced civility through the threat of violence is over for me as is waiting for that thin veneer to break and violence to ensue. I want to acknowledge and thank *all* of the outside facilitators who take time out of their busy lives to make this possible. I also would like to acknowledge and thank the guys behind these walls who have given AVP a chance and spread the message through their acts of kindness and civility.

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www.thetransformer.us

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Viewpoints from the AVP-L

AVP/USA hosts an Online Discussion group, called the AVP-L. The following were shared recently among AVP Facilitators:

Assuring feedback happens for prison teams

See *Basic Manual*, "Suggestions for Giving and Receiving Feedback Among Team Members," page C-8.

From Marvelous Margy

We're pretty good about beginning with kudos and then gently pointing out an action that needs consideration. But we don't have the time to be as comprehensive as we'd like.

We have thought about using some kind of form for feedback that would 1) report their best practices and 2) suggest approaches they might consider that would enhance their facilitation. Such a form would help alleviate the lack of access to inside facilitators. Does anyone use such a form?

From Rashidah Rebecca

Bedford Hills CF for Women, New York

The insiders would be invited to use the forms to evaluate outside facilitators as well; in other words, facilitators would help each other.

See bottom of Basic Manual, page C-8, for an outline used for this form.

From Excellent Eric

New Foundations Nonviolence Center, Colorado

I think forms are very impersonal and it's always good to affirm others vocally. In that light, I think it's important to make time for affirmative and concise evaluation. We've found that allocating 20 minutes works. It makes for a final round of team building to conclude a workshop.

The practice takes the form of a two-question gathering or roundtable in which the roundtable facilitator asks the other facilitators on the team, "What are 'Friendly Facilitator's' (adjective name) gifts as a facilitator?"

Each facilitator shares. Then the roundtable facilitator concludes this first part by asking 'Friendly Facilitator': "What do you see as your gifts as a facilitator?"

When s/he has finished, the roundtable facilitator begins the second half of the gathering by asking: "What's one thing you would like to see 'Friendly Facilitator' work on?" When each person on the team is complete, the roundtable facilitator then asks 'Friendly Facilitator':

"What are one or two things you would like to work on to improve your facilitation skills?"

In this model, whoever is facilitating this gathering takes notes on a half sheet of paper to document all comments

Continued on page 3



(eliminating any repeats). I draw a line to divide the paper into two sections. I put 'Friendly Facilitator' on top and label one section "Gifts" and the other section "Work on." When the roundtable is complete, the roundtable facilitator hands the half sheet to the facilitator being evaluated and says something such as: "Here are some notes on the feedback you have just received. Thank you for being part of this team; we all look forward to working with you in future workshops!" Our practice is to evaluate each facilitator in this way—including the leads. We find it's important to give and receive feedback in an atmosphere of appreciation, gratitude and caring. My sense is that this approach is in the spirit of the "Carefronting" exercise in the *Advanced Manual*. Peace.

From Liberated Lee

Minnesota
We, too, are not allotted time to be with facilitators only, so we have one facilitator stay in the room for an exercise and the rest go out for feedback (and sometimes planning, too).

From Present Pat

California
We try to assure that the facilitators are "ducated" (given permission) to be let out of their cells an hour prior to the participants' arrival and to stay an hour and a half afterwards. This is cleared through the staff on the yard and the administration. Usually it works (although sometimes it doesn't). This experience seems to be a most important time for all facilitators, both inside and out. It is sort of our final reward. See "Post-workshop Team Evaluations" in back issue Fall 2005, of *The Transformer*, page 8, which can be found at www.TheTransformer.us. Click on "Archives."

To sign up to be part of these lively on-line discussions, outside facilitators can go to www.avpusa.org and click on "Subscribe to AVP Discussion Groups."

AVP History

MLK's Beloved Community and AVP

Bountiful Betty, AVP Massachusetts

Last year I participated in a seminar on social justice ministries. During the seminar I learned about Martin Luther King Jr.'s vision of a beloved community and noticed its similarity to AVP. A beloved community practices non-violence, is radically inclusive and participatory, and strives to model the change we want to see. The beloved community model differs from an activist model social change.

The Activist Model

- Is mainly a political view of the world.
- Is "us" versus "them."
- Depends on knowledge of experts.
- Purpose of power is to control "them."
- Struggle for "rights"
- Is idea, plan, rule, or number centered
- Issues are seen as problems to be solved.

The Beloved Community Model

- Is based on a religious or spiritual values that recognize political realities.
- There is only us—all of us.
- Depends on everyone's gifts.
- Power is to restore right relationship
- Struggle to restore humanity of all
- Is relationship-centered
- Issues reflect a way of life to be transformed.

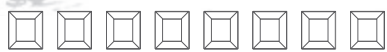
We try to create a beloved community at our AVP workshops. I posted a message on the AVP-L listserv about what I had learned and asked if others were aware of the AVP/beloved community connection. A facilitator suggested I contact Rev. Dr. Bernard LaFayette, Jr. who was involved in the civil rights movement with Martin Luther King, Jr. and who was also part of AVP beginnings in the 1970's. He was a facilitator at early AVP workshops at Green Haven Prison in New York. I contacted Dr. LaFayette and he confirmed that the beloved community was definitely a goal from the beginning of AVP workshops. He remembered Honey Knopp who approached him to help at Green Haven and Easy Eddie, an inside facilitator. Dr. LaFayette shared memories of the startup of AVP including one about when authorities allowed prisoners in one New York prison to be released temporarily, to travel to another NY prison to help present an AVP workshop.

From the discussions about the startup of AVP on the AVP-L listserv, a committee has formed to write the history of AVP, an effort in parallel to one resolved at the national gathering in Maryland in 2012. Mama Marge from AVP Nebraska is heading up the listserve AVP history committee.

Dr. LaFayette was invited to the AVP National Gathering in 2013, in Miami, and he accepted. This is a national gathering you don't want to miss.



Rev. Dr. Bernard LaFayette and Bountiful Betty



Memorial Day
 Conference

First time ever to be held one day in prison!

The AVP-USA national gathering in Miami, May 24-27, 2013, will be an historic event, given an exciting program that will include a pioneer of AVP and respected civil rights leader, Rev. Dr. Bernard Lafayette, Jr. He worked closely with Dr. Martin Luther King and helped design and facilitate some of the first AVP workshops ever conducted.

The main conference activities will occur at Florida International University's Labor Center. However, this gathering also will happen inside a prison setting and will include the currently incarcerated AVP community of the Homestead Correctional Institution. On Friday, May 24, a full day of activities will take place at this prison.

In addition, two other off-site workshops will be offered at the Miami Friends Meetinghouse, a pre-conference Advanced AVP Discernment Workshop and a post-conference Advanced AVP Community- Based Trauma Healing Workshop.

You may register for all of these experiential learning opportunities at <http://www.avpusaconference.org/>

DEADLINE TO REGISTER – MAY 7
 Expressive Eduardo,
 Conference
 Co-chair



Committee of Committees' 2013 Commitment to ask questions on any action taken:

Question 2: How does this increase diversity of AVP/USA? Where might it reflect/entrench white privilege?

I Benefit from Racial Power When....

- I see many people of my race widely represented in communication media, in positive and often powerful roles.
- When I read or hear about our national heritage, I am shown that people of my color made it what it is.
- My children will be given curricular materials in school that testify to the existence and contributions of my race.
- I can find a hairdresser or barber in my community who knows how to deal with my hair.
- My skin color will not detract from my appearance of financial responsibility.
- I can buy books, posters, greeting cards and magazines from nearly every retailer that feature people of my race.
- I can take a job with an employer without wondering--or worrying about my co-workers thinking-- whether I got the job because of my race.
- I can be late to a meeting without having my tardiness attributed to my race.
- I can appear unkempt, curse or be obnoxious without having people attribute these choices to my race.
- I am never asked to speak for all the people of my racial group.
- If I am stopped by a traffic police officer, I am pretty sure that I have not been racially profiled.
- I have no difficulty finding a house of worship whose leaders and members share my racial identity.
- My children will learn about history and culture from a point of view that affirms power for people who look like me.

From "White Privilege: Unpacking the Invisible Knapsack," by Peggy McIntosh, adapted by the Episcopal Peace and Justice Network in "White Racial Awareness Process: Facilitator Guidelines."

● Is AVP All in a Name?

In trying to recruit people to take a community workshop, no doubt you have come up against the caveat reply “I am not violent.” A recent question raised on the AVP/USA email discussion group asked if anyone had come up with another way for the acronym for Alternatives to Violence Project (AVP) something less provocative and more community-friendly in today’s America.

The flexibility of AVP’s By Laws and policies give local groups the flexibility to use the words they find resonate with their local community’s concerns and needs. This conversation about the name is not a new one and has successfully encouraged local creativity without misrepresenting what a workshop promises.

Below are a few examples of their innovative acronyms:

- Attitude and Values for Peacemaking;
- Attitude Values Program
- Alternative Visions of Peace
- Attitudes, Visions and Possibilities
- All Valuable People
- Alternative Visions for Peace; Peaceful Pathways
- Awareness & Validation of People

The comments were interesting and thought provoking. One facilitator, who conducted a Spanish community workshop with parents (mainly mothers) of teens at risk in getting involved with gangs and drugs, said, “Several mothers expressed that the name “Alternativas a la Violencia,” did not apply to them, scared them in fact. For them violence meant physical violence only.

Some groups have used the subtitle (Transforming lives...Building peaceful relationships, etc.) as the title of the workshop in larger font on the flyers to sign up and Alternatives to Violence as the subtitle. Others just include that the sponsoring organization is Alternatives to Violence Project lower in the flyer. This draws people to a positive message in the beginning.

Facilitators need to be able to describe what AVP is to an audience within a 3-minute sound bite. If we can do that, we can recruit more potential AVPers.

What does *your* adjective name say?

Adjective names are the secret handshake of AVP. When someone comes up to you and calls you by your adjective name, you recognize an AVP graduate. Whenever people say they took an AVP workshop, I ask about their adjective name.

Adjective names are used to stop a potentially hot situation from being ignited into a full conflagration. Just by mentioning someone’s adjective name, prisoner AVPers often report they have helped an AVP friend to cool down and step back from that fiery cliff.

Adjective names are a way to communicate warmth to a fellow AVP grad on the yard whom you don’t normally talk to or which your gang will not allow.

Adjective names (which, by the way, are called “positive” names in some locations because not everyone knows what an “adjective” is) take on a strange significance when facilitators don’t consider the impact their name

may have in representing AVP. This can happen in a couple of ways.

First, the facilitator uses a last name for that initial. In the prison, the names used by the guards are most often the last names--most likely in a “you” message statement. When prisoners come into a workshop, they take on their first name--the name their mother gave them--which moves them into a very personal mind-set separate from the yard. I believe the initial developers of this instruction to selecting a name knew this.

A second way is the facilitator uses her/his nickname from the yard, which doesn’t set AVP.

Thirdly, by not sticking to the rules of the game (initial of first name), a facilitator is modeling ignoring the rules right at the beginning of the workshop. Every once in a while, when someone’s name seems particularly inappropriate to them and the situation, I will ask them, “What does your name mean to

you?” Sometimes it makes perfect sense why they chose it, and other times I ask the individual to look at the name and see if it represents him/her and AVP.

I have found sometimes I need to work on a particular aspect of my life and will change my name to remind me that is the way I want to be or where I am working. Though confusing sometimes to others, this new way of looking at myself has been a significant part of my AVP growth.

When a facilitator examines his/her adjective name as a facilitator, it is amazing how much more the reconsidered name represents the person and her/his personal growth in AVP.

Present Pat (formerly Peaceful, Playful and Pausing in over 20 years as a facilitator)

Life with the Wright Family

Pass Right, Pass Left Energizer Activity

Materials: *The Wright Family Story (one copy only for the facilitator)*
A small object for each participant (a penny will work)

Procedure: The group forms a circle. This activity can be done sitting or standing. Tell the participants you are going to read them a story and every time they hear a word that sounds like right or left, they are to pass the object to the person on their right or left, depending on what they hear.

One day the Wright family decided to take a vacation. The first thing they had to decide was who would be left at home since there was not enough room in the Wright family car for all of them. Mr. Wright decided Aunt Linda Wright would be the one to be left home. Of course, this made Aunt Linda Wright so mad she left the house immediately yelling, "It will be a right cold day before I return."

The Wright family now bundled up the children. Tommy Wright, Susan Wright, Timmy Wright and Shelley Wright and got in the car and left. Unfortunately, as they turned out of the driveway, someone had left a trash can in the street, so they had to turn right around and stop the car. They told Tommy Wright to get out of the car and move the trash can so they could get going. Tommy took so long they almost left him in the street. Once the Wright family got on the road, Mother Wright wondered if she had left the stove on. Father Wright told her not to worry; he had checked the stove and she had not left it on. As they turned at the corner, everyone started to think about other things they might have left undone at the Wright house.

No need to worry now; they were off on a right fine vacation. When they arrived at the gas station, Father Wright put gas in the car and then discovered he had left his wallet at home. So Timmy Wright ran home to get the money that had been left behind. After Timmy had left, Susan Wright started to feel sick. She left the car saying she had to throw up. This, of course, got Mother Wright's attention, and she left the car in a hurry. Shelley Wright wanted to watch Susan get sick, so she left the car, too. Father Wright was left with Tommy Wright, who was playing a game in the back seat.

With all of this going on, Father Wright decided this was not the right time to take a vacation, so he gathered up the family and left the gas station as quickly as he could. When he arrived home, he turned left into the driveway and said, "I wish the Wright family had never left the house today!"

Memorial Donations

Have you lost an AVP friend recently, or has someone died that you want to honor by creating an AVP memorial?

This space in *The Transformer* will be reserved for memorial donations where you can donate to AVP and write a paragraph to share what you want people to remember about your friend and invite donations to AVP/USA. Donations can be sent to:

AVP/USA
 1050 Selby Avenue
 St. Paul, MN 55104



In Memory

Shirley Tuttle, long time facilitator in New York and Pennsylvania, died during March. Her family has requested that donations honoring her memory and many years of commitment to AVP be sent to AVP/USA, 1050 Selby Avenue, St. Paul, MN 55104



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A Successful Radio Interview on AVP

Radio is not the be-all, end-all in recruiting, but it can introduce new people to AVP. This article summarizes a discussion on the AVP-L regarding radio interviews. Public radio is the most likely station to be open to your work, so start there, but branch out to areas with which you might not be familiar: Spanish or other language stations, local stations, stations that you might not be listening to which focus on other groups, including hip-hop, jazz or classical music stations. If you know someone in radio, all the better. Don't hesitate to meet with the program manager to discuss AVP on their station. Just make an appointment.

If you have an opportunity to speak about AVP on the radio, here are some suggestions:

- Ask the interviewer about his or her program and if there is a theme they are pursuing.
- Decide who will be interviewed. Ideally, it will be someone who was formerly incarcerated and who is an experienced facilitator.
- Listen to the show before you appear.
- Schedule a workshop that can be promoted during the show.
- Decide on a number for listeners to call you.

It's helpful to make a list of points to cover and keep coming back to it:

- AVP is presented by volunteers, both inside and outside prisons. Inmates are on prison teams.
- Participating in the workshops can qualify anyone to become a facilitator.
- Stress the experiential nature of workshops and give a little history.
- We recognize good in ourselves and reach for it in others.
- Speak briefly about AVP around the world and why YOU facilitate--give a story.

The goal is to get people to contact you. You don't need to tell the entire story of AVP--only enough to get a person to pick up the phone or look at a website. Make sure you give the contact information at least two or three times, with enough space between times for a person to get paper and a pencil. Tell stories--that is what gets one's attention--stories that are so compelling people choose to follow up. They will get the specifics from the website or phone contact. What stories? The impact of AVP on people's lives.

Thank you to Stimulating Stephen and Grandfather George for their contributions to this discussion on the AVP-L.



To hear an interview about AVP on Peace Talks radio, go to
<http://www.goodradioshows.org/peaceTalksL98.htm>

Exercise

Empathy Bingo

Contributed by Sherri Sorro; revised by Bodacious Boa (California Institute for Women)

(Recommended for an Advanced Workshop or above)

1. Participants are given Bingo cards and a pencil.
2. Reader A and Reader B are selected and do not play.
3. Reader A reads scenario number 1 (but *not* the title of the scenario).
4. Reader B reads the response.
5. Participants then write the number 1 in the box on the handout which corresponds to the response which Reader B read. (For example, the correct response to number 1 is **FIXING IT**.)
6. Reader A then reads scenario number 2 (but not the title) and Reader B reads the response. Participants put the number 2 in the box which they think corresponds to the response that Reader B read.
7. Continue until someone calls out **BINGO**, which is reached by having 4 numbers in a row—for example 2, 14, 12, 10—either horizontally, vertically, or diagonally.
8. Facilitators (or Readers A or B) should then go over the answers to make sure they are correct.

[Note: If desired, Bingo cards could be prepared that had the answers in a different order on each card.]

Empathy Bingo Scenarios

(for Readers A and B only)

Fixing it

1. A I'm worried about having enough money to pay my bills this month.
B I'll loan you the money.

One-upping

2. A Look at my scar from the cycling accident.
B That's nothing; you should see the one I have on my knee.

Educating

3. A My boyfriend left for college 3,000 miles away.
B This is an opportunity for you to learn.....

Aggressive

4. A I just don't know how to deal with her anymore.
B Oh, just grow up!

Consoling

5. A I feel so sad that my son was court ordered to a rehab center.
B It's not your fault; you are a good parent. You did the best you could.

Story-Telling

6. A I got caught in traffic for 2 hours in 100 degree weather and no air-conditioning.
B That reminds me of the time.....

Shutting-Down

7. A I lost my job.
B Cheer up; let's go eat.

Assertive

8. A I need you to help me with this!
B I'd love to, but I'm really busy--so I can't.

Sympathizing

9. A I just got the lab report back, and it was what I most feared.
B Oh, you poor thing!

Interrogating

10. A I've been trying to get this weight off and just feel frustrated.
B When did you first start having this problem?

Explaining

11. A I'm really upset. You promised to be here at 11, and now it is after midnight.
B The reason I'm late is because.....

Manipulating

12. A I bought a new dress today' do you like it?
B Yes, it is lovely; but don't you think it will look better in a different color?

Correcting

13. A I'm hurt over what you said to Mom last night.
B That is not what I said...

Empathizing

14. A I have so much to do today.
B I understand that you are feeling overwhelmed and wanting support.

Advising

15. A It's scary for me to get up and speak in front of people.
B I think you should join Toastmasters.

Judging

16. A I ran into the door today, but I'm okay.
B You should pay more attention to what you're doing.

Empathy Bingo Card

Advising	One-Upping	Educating	Being Aggressive
Consoling	Story-Telling	Shutting-Down	Being Assertive
Sympathizing	Interrogating	Explaining	Manipulating
Correcting	Fixing It	Empathizing	Judging

Life's Song

by Lauri Lyle Bird

Our lives are often like a song
We learn the words as we go along

We don't always know what the next verse will say
Or what will happen from day to day

For there are many days throughout the year
Some filled with sorrow and some filled with cheer

I think that is the way it is meant to be
So that we can grow and learn to see

That no matter what the new day may bring
It is up to us what song we sing.

National Prisoner Resource List

Free books-to-prisoners programs is one of the lists available online at the National Prisoner Resource List <http://www.prisonbookprogram.org/NPRL.pdf> Outside facilitators are encouraged to go online to see which programs send information to their state. The list is five pages long and includes these additional categories: *Publications on Prisons, Justice and Politics, Prisoner Support, Legal Publications and Education, Justice and Politics, For Artists and Writers in Prison, Women's Resources, Gay, Lesbian, Bisexual and Transgender, Religion and Spiritual Materials, HIV/AIDS and Hepatitis C Resources*. Most are low or minimal cost; all have addresses and a paragraph about their services.

Print this list now, or encourage your outside volunteers or prison librarian to do so.

Ideas from Readers on Where to Find Pictures for Exercises

AVP/USA's very own, excellent collection of photos--AVP/USA Picture Sharing CD with 190 pictures. Go to "Other Workshop Aids" in www.avpusa.org online product store. You will need to print them in color.

- ▶ Consider using old calendars such as Amnesty International. Pictures are larger than National Geographic and quite moving.
- ▶ Go to Goodwill looking for art and photography books ("coffee table"-type books).
- ▶ Art photo books that are about other cultures and relatively cheap and easily dismantled for several hundred beautiful color pictures. (It hurts to break a book, but . . .) For \$30 new, you can get 365-5.75 x 9-inch beautiful color photos. I snagged mine at Goodwill for a few bucks.
- ▶ You might do well with used prices over the internet.
- ▶ "Origins"--all African shots to add diversity to my picture exercise options. Lots of portraits, kids, elders, etc. For a sense of what these books contain, look at these photos from their books on the net:
<https://www.google.com/search?q=follmi&hl=en&client=firefox-a&hs=KDb&rls=org.mozilla:enUS:official&prmd=imvns&tbm=isch&tbo=u&source=univ&sa=X&ei=fmVkUPuGM-nuiQL0hoDQDw&ved=0CCgQsAQ&biw=1280&bih=869>
- ▶ *The Family of Man*, a book of photos of people in many cultures, mostly being family. It shouldn't be hard to find on a second-hand book website.

Photos are used in these exercises: "Picture Sharing" and "A Picture Paints a Thousand Words," can be found in the 2nd level Manual on 2nd Level, pp. D-135 and D-137.

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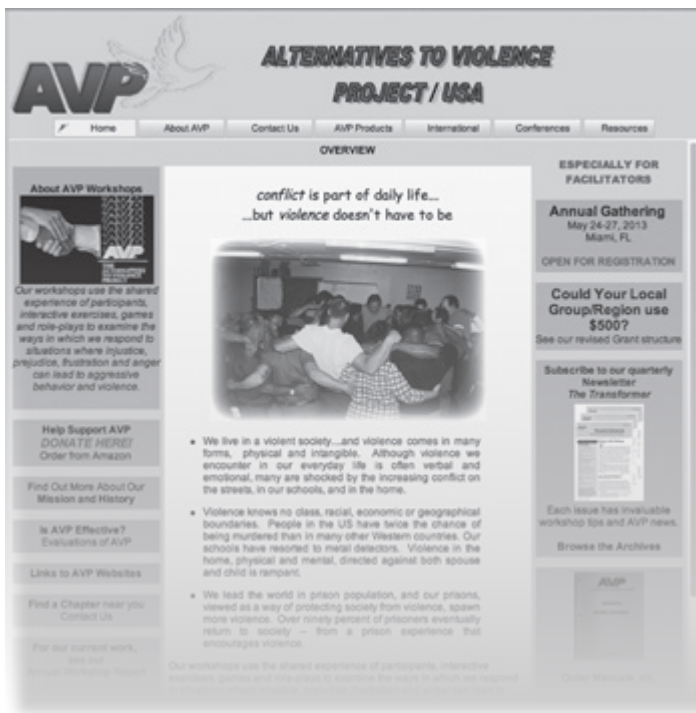
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