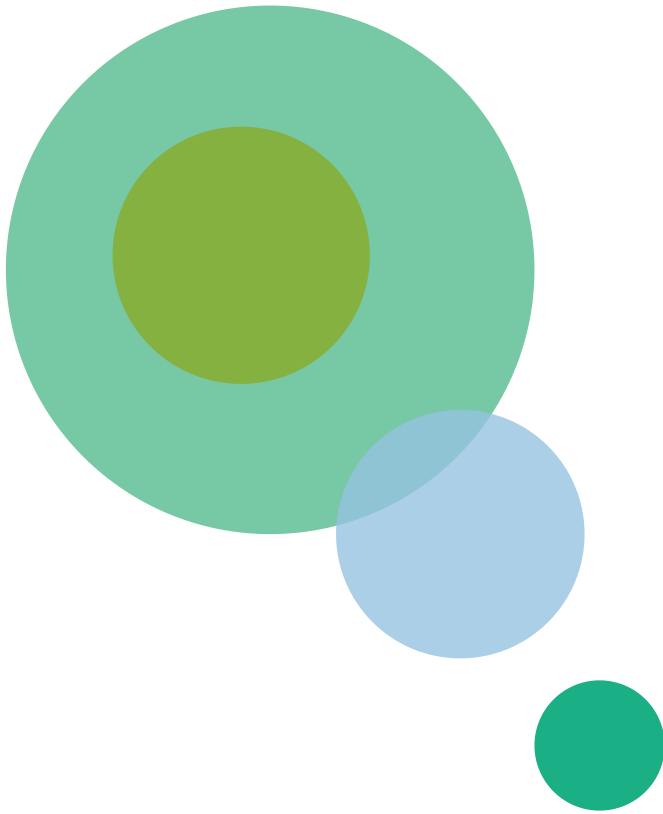


CREATIVE RESPONSE TO CONFLICT

ANNUAL REPORT
2019-2020





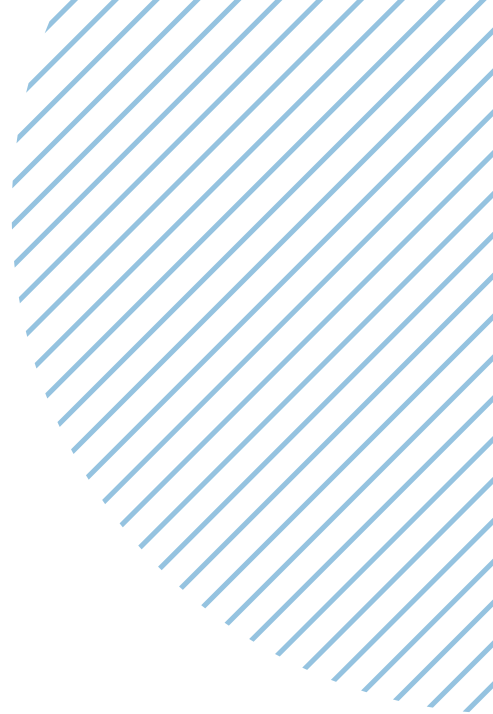
Creative Response to Conflict

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CRC Mission

Creative Response to Conflict is a global organization that educates individuals and groups to transform conflict into positive and constructive experiences toward a just and peaceful world.



CRC THEMES

Cooperation skills are essential in today's collaborative school and workplace environments. CRC cooperation activities build group spirit, support team building, and help participants learn the skills they need to work together towards positive common goals.

Communication skills are fundamental to productive interactions. CRC communication activities provide practice and foster skills in listening, speaking, and observation. CRC's participatory and interactive approach develops oral language skills while literacy connections support reading and writing.

Affirmation builds on cooperation and communication to help participants feel positive about themselves and others. CRC's approach validates each individual's contribution and highlights strengths and commonalities.

Conflict Resolution principles frame conflict as an expected, natural part of life and a pathway to growth, learning, and connection. CRC conflict resolution activities help participants expand their "toolbox" of strategies for responding to conflict. Skills include de-escalating conflict, looking at others' points of view, and developing win-win/fair-fair solutions.

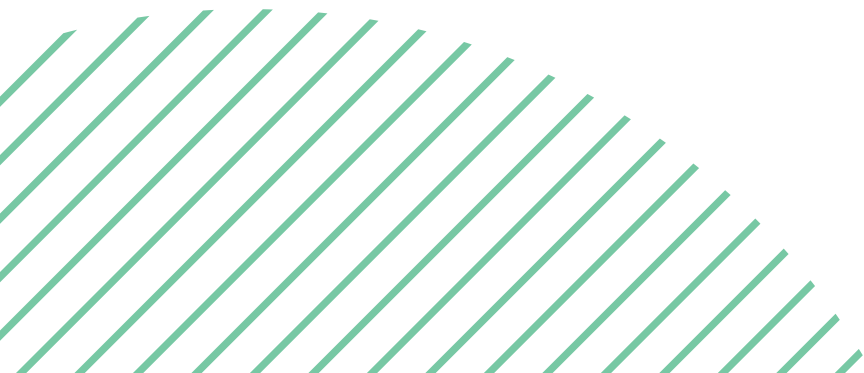
Creative Problem-Solving skills enable participants to generate creative solutions to conflict. CRC problem-solving activities develop critical thinking capabilities for fluency, flexibility, and elaboration as well as creativity and imagination.

Bias Awareness is key in understanding and responding to conflict. CRC activities create a safe environment in which participants explore and celebrate their cultures, examine personal, cultural, and institutional forms of bias, and develop strategies to effectively respond to bias.

Mediation is an approach in which facilitators help those in conflict communicate about a problem and develop creative solutions. CRC has helped many schools establish peer mediation programs, an approach shown to be useful in improving school climate and reducing disciplinary referrals.

Creative Response to Bullying incorporates a range of strategies appropriate to a wide variety of bullying situations. CRC's holistic approach takes into account the needs of bullies, those they bully, and bystanders, as well as issues of power imbalance and bias. Both prevention and intervention are addressed.

Restorative Practices are intervention measures CRC uses to create and sustain supportive environments. Our staff incorporates circle keeping practices at a school-wide level to build students' empathy and self-regulation, support teachers' classroom management, and nurture positive school culture by cultivating a growth mindset.



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CRC Staff

Priscilla Prutzman, *Co-Founder & Executive Director*

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Karen Heuer, *Office Coordinator*

Liz Roberts, *Director of Programs & Communications*

Hope Savich, *NICE Program Director*

Wicile Joseph, *NICE Staff*

Wilene Joseph, *NICE Staff*

Aliza Martinez, *NICE Staff*

Lizzette Ruiz, *NICE Staff*

Janelle Taylor, *NICE Staff*

Reinaldo Sanchez, *NICE Staff*

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Beverly Woodward
Jeanne Yurke

2019-2020 INSTITUTIONAL SUPPORT

American Arbitration Association

Cornell Cooperative Extension/PATH

JAMS Foundation/JAMS-ACR

Kurz Family Foundation / Leonard Kurz and Herbert Kurz

Lindley Murray Fund of the NY Yearly Meeting Religious Society of Friends

NoVo Foundation

Pax Works LTD/Ursula Daniels

Rockland Community Capacity Building Initiative

Rockland Friends Meeting

Braewold Fund/James and Frances Wood

Triskeles Foundation

United Way of Rockland

Wege Foundation /Diana Wege

We Oppose Violence Everywhere Now (WOVEN)

2019-2020 PROGRAM REPORT

OVERVIEW

CRC provides customized workshops to schools, colleges, faith-based organizations, community centers, colleges, and other nonprofits. Our workshops focus on resolving conflict, restorative practices, bullying prevention and intervention, bias awareness, social-emotional learning, communication, and problem-solving. Young children, teens, and adults participate in our workshops which are largely experiential. Our trained facilitators use interactive activities, cooperative games, and role-playing that help build skills in handling the many kinds of conflicts individuals face throughout their lives.

CRC continues to expand its restorative practices work in middle and high schools throughout the New York Metropolitan Area. We have partnered with We Oppose Violence Everywhere (WOVEN) to develop the Nurturing Inclusive Community Environment (NICE) program. NICE supports both Spring Valley Senior High School and Ramapo Senior High School in building a culture of

respect while facilitating the development of restorative approaches throughout the school community. In New York City, CRC works in six Department of Education schools, fostering healthy relationships through the use of community-building circles, and training school staff in the use of re-entry and conflict circles to address disciplinary issues in more restorative ways. CRC offers workshops for families dealing with separation or divorce to support peaceful change in family dynamics. We provide a safe space for mediation, confrontation, argument, strong emotion, and discussion of uncomfortable subject matter.

Many of our workshops and trainings take place in New York, New Jersey, and Connecticut. We also present at conferences around the U.S. and internationally, including at peace and nonviolence conferences in India, Spain, and Peru.

PROGRAMS

Halfway through our fiscal year, COVID-19 changed the entire landscape of CRC's work. However, with our newly created virtual circle template, we were able to move all of our workshops and circles online and continue doing what we do: supporting educators, students, and community members with skills and practices to help them navigate conflict and difficulty, and heal, learn, and grow as a result.

Community Workshops, Circles, & Mediation

We offer introductory and advanced training on conflict resolution, restorative practices, bias awareness, (including anti-racism and LGBTQ+ awareness), bullying prevention and intervention, communication, and problem-solving for community groups and organizations of all kinds. We conduct restorative circles for community-building as well as harm-repair. We provide mediation for family, elder, workplace, and community disputes. We also offer workshops on preventing and addressing sexual harassment in the workplace.

CRC in Schools


Safe & Supportive Opportunity Program (Department of Education Restorative Justice Initiative)

The DOE Office of Safety and Youth Development funds the Restorative Justice Initiative to provide school districts with a new approach to discipline issues. CRC supports the implementation of this program at The Urban Assembly for Green

Careers (Manhattan), The Urban Assembly for Media Studies (Manhattan), Catherine and Count Basie Middle School 72 (Queens), Manhattan Business Academy (Manhattan), IS 126 Albert Shanker School for Visual & Performing Arts (Queens), and MS 217 Robert A. Van Wyck (Queens). Our approach focuses on training the school community to understand, practice and nurture restorative practices that improve school climate. CRC works in conjunction with school stakeholders to develop action plans that organize, integrate, and sustain school and district-wide efforts to create safe and supportive school environments, as well as coordinate and align student support initiatives.

Nurturing Inclusive Community Environment Program (NICE)

Creative Response to Conflict and We Oppose Violence Everywhere Now (WOVEN) partnered with the East Ramapo Central School District in creating the NICE program to support healthy, safe, supportive, engaged, and challenging learning environments that address the academic, emotional and social needs of our students.



(NICE cont.)The NICE Program provides social-emotional support to Spring Valley SHS and Ramapo SHS. They achieve this goal primarily through one-on-one counseling, mediations, and community building circles both during class time and after school.

NICE continues to work with teachers on implementing community-building circles in their classrooms. In both schools, all health teachers have welcomed NICE circles into their weekly curriculum. NICE has full-time staff in both schools who work closely with health teachers to combine health-related curriculum with social-emotional support through circles.

In addition, NICE staff has partnered with the ENL department to conduct community-building circles in the native language of many ENL students. At Ramapo SHS, the school administration leans heavily on the NICE team to solve student issues through mediation. In contrast, the school administration in Spring Valley SHS tends to refer many students to the NICE team for additional support, counseling, and mentoring. We held weekly after-school circles specifically for young women, young men, and a multicultural circle.


At the end of 2020, NICE spun off as an independent program.

Rockland Teachers' Center Partnership

In collaboration with the Rockland Teacher Center, we developed and began a program to provide professional development for teaching assistants from the Nanuet Union Free School District on conflict resolution and other CRC themes. We also received support from the NoVo Foundation to work in the Haverstraw-Stony Point (North Rockland) Central School District and Newburgh Enlarged City School District. We planned and taught a course at Rockland BOCES and online for 37 participants from the Newburgh, East Ramapo, and North Rockland schools. This course combines conflict resolution, social and emotional learning, and restorative practices.

Peer Mediation & Social Media-tors!

CRC has been training students at MS 217 in peer mediation, equipping them with skills to support their peers in solving conflicts. Simultaneously, we have been guiding faculty and administrators, so students are well supported in helping their classmates constructively navigate conflict and a culture of peer mediation can successfully take hold. Recognizing the significant problem of cyber-bullying, CRC partnered



(**Social Media-tors cont.**) with Bridg-It to create the Social Media-tors! program, thanks to a grant from JAMS and ACR. Social Media-tors! encourages young people to use the Bridg-it app to contribute to a pro-social environment with its *shout-out* system. We train students to intervene in harmful behavior, disputes, and bullying on social media and foster a positive school culture. Trained peer mediators receive additional training in how to address and report harmful situations online using the app.

Conflict Resolution Graduate Course

This course, supported by the NoVo Foundation, is part of the Humanistic / Multicultural Education program for the State University of New York at New Paltz. Students of elementary education and social work take this course to help teach their prospective students and clients that conflict is not negative, but a natural part of life. The course helps soon-to-be practitioners teach productive communication and affirmation skills, appreciation of diversity, empathy, and creative solutions to problems.

Objectives of the course include:


- Examining our own attitudes and values regarding conflict. (Intellectual growth);

- Studying the rationale for conflict-resolution in schools and examining a variety of approaches and skills for dealing with those conflicts. (Inquiry, intellectual growth, professionalism, and democratic citizenship);
- Exploring peer-mediation programs and developing understanding of how to implement them. (Diversity, and democratic citizenship); and
- Examining the implications of nonviolent conflict-resolution for both educational and social change.

Some of the textbooks used in the course are CRC publications, including *The Friendly Classroom for a Small Planet* and *The Friendly Classroom Mediation Manual*. The course has been very well received at SUNY New Paltz, so CRC is exploring other area colleges to expand this program.

Peace Restored Course

In our partnership with Peace Peddlers, we created our Peace Restored course which we are piloting with local teachers through the Rockland County Teachers' Center in August. The purpose of the course is to give teachers an introduction to using restorative practices in their classrooms. They will learn about the relationship between the SEL competencies and the three tiers of Restorative Practices as well as community-building activities they can use, both online and in person with their students.



(Peace Restored cont.) Participants will be given an opportunity to practice experiential activities on themes including cooperation, communication, conflict resolution, problem-solving, affirmation and bias awareness. They will develop tools to build relationships with students, decrease conflict, increase connection, and create a safe environment to maximize learning. This virtual interactive course will be taught via Zoom.

Restorative Practices

Support Group for Women Impacted by Incarceration

United Way of Rockland continues to fund CRC's weekly support group for women and children with incarcerated family members. We have 6 women and 6 children in the program. We offer participants restorative circles that cover communication skills, anger management, conflict resolution and deescalating violence, mindfulness, and strengthening self-esteem. We have attended plays and movies by and about African-Americans and discussed the subjects raised. The children have sessions that focus on art, music, dance, bullying prevention, conflict resolution, and building self-esteem. When the pandemic began, we moved online. Our group sustained many losses so we focused significantly on grief.

Circles for People in Prison & Re-Entry

We have been awarded a competitive grant from the American Arbitration Association to

conduct restorative circles for people in prison and re-entry, with a focus on harm repair. Because we understand the role systemic racism plays in mass-incarceration—from profiling, the criminalization of poverty, and the school-to-prison pipeline—we understand those harmed often include incarcerated people. One set of re-entry circles will be done in partnership with MADE Transitional Services, for men in Rockland County; the second set of re-entry circles will be in partnership with Hour Children, for women coming out of Taconic Women's Correctional Facility. We will also conduct circles with women incarcerated at Taconic Women's Correctional Facility and Bedford Women's Correctional Facility. With Covid-19 restrictions in place the time-line and logistics for this program are still being determined.

International Restorative Circle

After Executive Director Priscilla Prutzman presented on restorative practices at a nonviolence conference in New Delhi, India in December of 2019, several participants expressed an interest in learning more. At the start of 2020, we began convening a monthly online gathering, with participants around the country and world, to explore restorative practices. Most of the attendees have a lot of experience or are especially interested in this very specific work, and how to apply it. This circle is meant to provide an opportunity for mutual support and sharing of ideas and strategies.



Nonviolence & Social Justice

Hudson Youth Leadership Academy (HYLA)

Hudson Youth Leadership Academy (HYLA) is a collaboration between Creative Response to Conflict, We, and Rockland Community College. The summer program is five-day social justice-themed day camp, designed to give middle school, high school, and first-year college students leadership skills, confidence to create change, and the opportunity to become active in their local communities. We were planning the 2020 camp when Covid-19 restrictions began. The pandemic required we cancel the camp so we are looking into ways to provide online programming on social justice and leadership for teens and look forward to being in-person with the students again when we are able.

UNIQUE
ENAGEMENTS
WITH PROGRAM
PARTICIPANTS

11,602

STUDENTS

3,334

ADULTS

14,936

TOTAL

MONTHLY NUMBERS

| Month | Number of Participants | |
|----------------------------|------------------------|----------|
| | Adults | Students |
| July 2019 | 10 | 551 |
| August 2019 | 138 | 200 |
| September 2019 | 934 | 2532 |
| October 2019 | 597 | 5260 |
| November 2019 | 366 | 2233 |
| December 2019 | 357 | 508 |
| January 2020 | 218 | 97 |
| February 2020 | 153 | 120 |
| March 2020 | 126 | 63 |
| April 2020 | 105 | 4 |
| May 2020 | 242 | 24 |
| June 2020 | 88 | 10 |
| Subtotal/ Students | - | 11,602 |
| Subtotal/ Adults | 3,334 | - |
| Total/ Participants | 14,936 | |

FINANCIAL REPORT

JULY 1, 2019- JUNE 30, 2020

REVENUE & SUPPORT

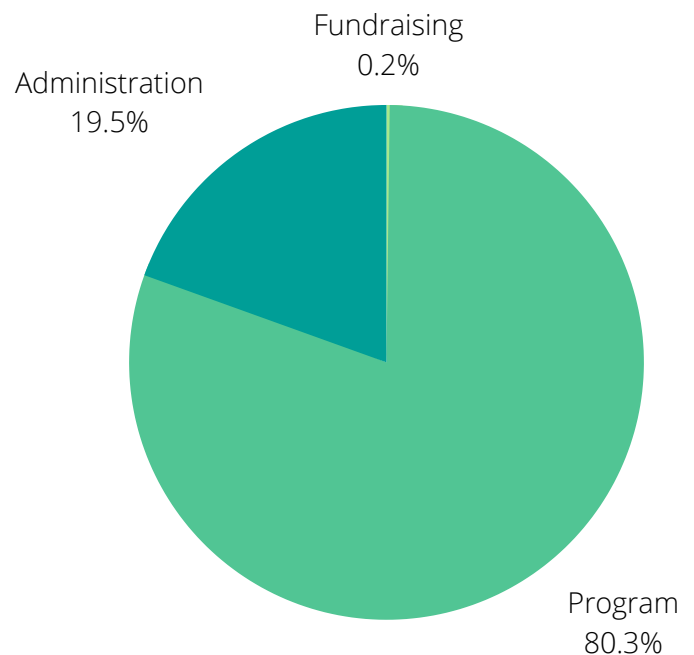
| | |
|---------------------------|------------------|
| Individual Support | 10,175 |
| Institutional Support | 239,222 |
| (Carry-over from '18-'19) | 296,489 |
| Workshop Fees | 353,178 |
| PPP Loan* | 139,200 |
| Total Income | 1,038,264 |

EXPENSES

| | |
|-----------------------|----------------|
| Program | 787,572 |
| Administration | 191,360 |
| Fundraising | 1,394 |
| Total Expenses | 980,326 |

You may also obtain copies of our prior year's 990, the annual filing with the IRS, from the New York State Charities Bureau at www.charitiesnys.com

ALLOCATION OF EXPENSES



For nearly 50 years, CRC has been supporting young people, educators, and communities thanks to contributions from supporters throughout the U.S. To sustain our work to transform conflict into an opportunity for growth and give more people the much-needed skills to restore harm and build community, please contribute as generously as you're able: crc-global.org/donate

*Paycheck Protection Program low interest loan made by the U.S. Small Business Association at the onset of COVID-19. (This loan has a high likelihood of loan forgiveness.)