



ANNUAL REPORT

ANNUAL REPORT 2022

*JULY 1, 2021 –
JUNE 30, 2022*

the **Conflictcenter** 
conflictcenter.org

a letter from our Executive Director

REFRAMING: CHANGE AS OPPORTUNITY

The Conflict Center's mission is to equip people with practical skills to navigate, transform and embrace everyday conflict. When I am discussing our work with folks in the community I often say "essentially, we are working to reframe how we understand and approach conflict."

As a society, most of us are taught that conflict is negative or something to be avoided. At TCC, we understand that when we reframe our understanding of conflict - as an opportunity for relationship building, problem solving and even increased connection, it can make all the difference in our lives. Here are just a few ways that reframing conflict can have lasting impacts for the people we serve:

- When we reframe discipline in school as an opportunity for taking accountability and building community, we can transform the culture and create spaces where it's safe for students to learn and grow from mistakes.
- When we reframe teens' assumptions about their peers' behavior and expectations, we can set new norms for positive, healthy romantic relationships and friendships.
- When we reframe anger as a secondary emotion and provide tools for families to explore and understand their emotions and perspectives, we can create new patterns of communication and problem solving at home.

This report provides additional examples of how we engage creatively and intentionally with youth, families, employees, and community to build the skills to reframe our assumptions and our understanding in meaningful and important ways. We are grateful to all of the TCC community and the ways that you support TCC in our work and support the power of reframing, embracing and transforming conflict.

As always, thank you for your support and engagement,

Boh Yhe

VOLUNTEER OVERVIEW

203 VOLUNTEERS **5,788** HOURS OF SERVICE

\$173,350
APPROXIMATE VALUE*

*BASED ON THE INDEPENDENT SECTOR'S
ESTIMATED VALUE OF VOLUNTEER HOURS.

"Thank you for the opportunity to support such a worthwhile mission."



Volunteers assist in all areas of the organization including programs, administration, event, grant writing and building maintenance.

School Based Programs

SOCIAL NORMING

The Social Norming Program fosters and amplifies student voices as youth-led workgroups discuss healthy relationships and dating violence to create school-wide campaign posters that promote healthy behaviors among their peers.

This program continued at the Career Education Center Early College this school year, serving a student body of 486 students. About 60 students participated in more intensive youth-led work groups, participating in healthy relationship curricula and playing integral roles in designing and disseminating messaging campaigns to their peers. Most notable improvements for youth leaders showed increases in students finding supportive and reliable resources; improvement in their abilities to identify healthy vs. unhealthy relationship behaviors; an increase in empowered bystander skills in order to be a support person for a friend; and increased social and emotional relationship skills. The program also conducted introductory programming at two schools, serving 20 students at South High School and 60 students at Lakewood High School.

In answer to the question: What did you find most valuable?

“Knowing how to handle a group of toxic friends.”

“Being able to tell right from wrong in romantic relationships, but in friendships as well.”

READING FOR PEACE

In the 21-22 school year, volunteers read in-person at four schools, serving 661 elementary students. Volunteers assisted at Peace Day/Peace In A Box, distributing 1,000 activity boxes and books to children and families to serve as a summer bridge for social and emotional skill building. Boxes were distributed directly to families at an in-person event as well as through six partner agencies.



Restorative Justice Programs

RESTORATIVE PRACTICES IN SCHOOLS

The RP Program curriculum was updated at the end of the 21-22 fiscal year, with a stronger focus on the disproportionate impact of suspension and expulsion on students of color and those with lower socio-economic backgrounds. This program served 83 participants from eight schools, one college and eight nonprofits through the basic RP 101, 201 and 301 series. An additional seven schools, representing four school districts, participated in the more comprehensive Five Strategy Approach, serving a total of 178 school staff, potentially impacting 3,147 students.

“You all rock. Love your humility and openness to real time feedback. This was as much a lesson in how to build learning communities as well as RP.”

“The instructors are great facilitators. It’s nice when they use real examples which increased my learning and ability to connect with the material.”

RESTORATIVE DENVER

In the 21-22 fiscal year, the number of cases referred has increased to 10 per month. Specifically, in the past fiscal year, 92 cases were referred, serving 92 persons who caused harm and 11 persons experiencing harm. Cases are referred through the Denver DA’s Office utilizing the Community Group Conferencing Model, which provides opportunities for dialogue, problem solving and repairing harm. Of all the cases completed thus far, only two have been unsuccessful. The rest have been successfully completed and those individuals were able to have their case dismissed and sealed, with only a 2% recidivism rate. During its second year, the RD Program expanded to accept felony charges in addition to misdemeanors, with the exception of domestic violence cases.

“I learned a lot from my contract items. I think they were fair and helped me learn from my actions. The fact that it was an opportunity for learning and growth, rather than punishment helped me truly learn the impact my actions had on myself and others.”

“I feel more equipped to deal with times of crisis. I am confident that something like this will never happen again. Taking a look at my life through this lens shows me where there are problem areas and what I need to take care of for myself so that it doesn't affect others negatively.”



While continuing virtually, opportunities are still being offered and marketed nationally, with participants registering from various states as well as across Colorado. Customized community-based workshops are designed to fit the needs of specific organizations or businesses. Programs range in length from a lunchtime program to a full-day workshop and can be one-time or an ongoing series.

YOUTH COURSE: RETHINKING CONFLICT

"This class taught me to identify and manage emotions while staying positive and seeking the outcome with the most benefits for everyone."

Through the Rethinking Conflict youth classes, TCC served 39 youth and their parents/guardians, representing five class series. Our classes are small by design to ensure that there is strong group cohesion and interactive dynamics. Of those served 92% of respondents agreed or strongly agreed that the course positively impacted their lives. TCC also started a Youth Advisory Board in June, engaging a group of nine teens with leadership and service opportunities.

"I really liked that I got to think about situations I have been in and used them to learn and I also really liked learning the I statements that will really help me in the future."

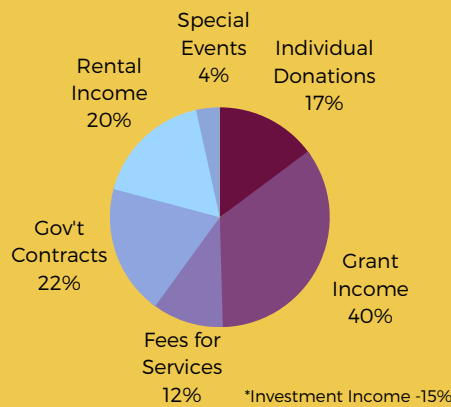
ADULT COURSE: ADDRESSING CONFLICT & ANGER EFFECTIVELY

"I believe the curriculum is well designed and provides something for everyone. It focuses on what is within a person's control and provides tangible skills for someone to put into practice in their life."

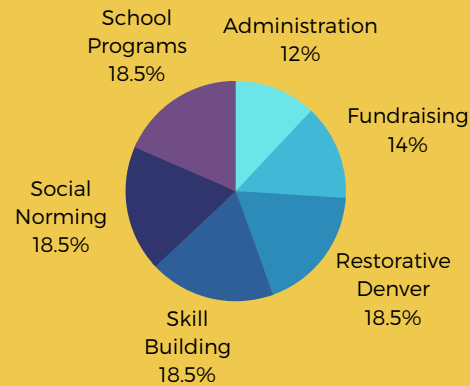
During this fiscal year, 49 adults completed TCC's Skill Building series. Of those 37% were mandated through the courts or their workplaces. 84% of respondents said the class series had a positive impact on their lives. An additional 423 adults were served through tailored workshops provided at 21 locations including workplaces and community-based organizations. Of those 87% of respondents said that the workshop(s) provided practical skills that they will be able to use in the future.

FINANCIAL OVERVIEW

TOTAL REVENUES - \$665,528*



TOTAL EXPENSES - \$733,583



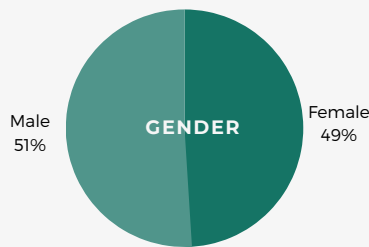
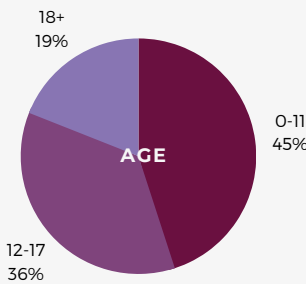
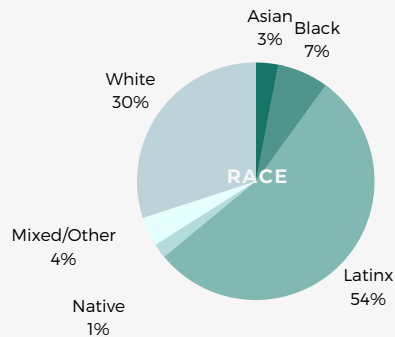
SUMMARY OF DEMOGRAPHICS SERVED

4,049

INDIVIDUALS WERE SERVED THROUGHOUT ALL PROGRAM AREAS

60%

OF INDIVIDUALS SERVED IDENTIFIED AS HAVING LOW-INCOME LIFE EXPERIENCES



BOARD OF DIRECTORS

Jesus Escarcega, Board President, Retired, Aurora Public Schools
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STAFF

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Rebecca Barceló, Communications and Operations Manager
Amber Ford, Restorative Practices in Schools Program Management
Rachel Protentis, Associate Director & Training Manager
Charlie McTavish, Assistant Development Manager
Ronnie Weiss, Director of Development
Kylee Wellons, Restorative Denver Case Coordinator
Beth Yohe, Executive Director

GRADUATE INTERNS

Katherine Klinger
Madeline McNeal
Jonathan Schwartz
Rebecca Smith
Deja Stewart

HIGH SCHOOL INTERNS

Ahtziri Cabral-Estrada
Alexander Colahan
Lin McKinney
Dylan Hernandez
Jocelyn Sebastian-Ochoa

Board, staff and interns present at end of fiscal year, June 2022