
This Reentry Packet has been customized for: Deleon 77052-054

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MYTH-BUSTERS



Myth: FALSE DICHOTOMIES – The idea that you must choose between two options: Yes or No. Good or Bad. Right or Wrong. Candidate A or B. Rise or Fall. With Us or Against Us. Science vs Religion. Rational vs. Emotional. Individual vs. Group. and one that I've heard a lot in my life: "That's a man's (sport, job, perspective); it's not for women". (a form of yes or no) Whenever you need to make a choice, see if you can find 4, 5, or even 10 options!



Myth: WE STOP LEARNING – If I had never touched a flame before I turned 58 years old, I would learn to never touch one in the future if I touched one today. We acquire information constantly and we organize it into meaning. We may even care enough to find out how what we learned relates to what we already know and believe. One thing school failed to teach us is how to learn, and how to discern what we learn. The 'information sources' today are louder, strangely influential, and grossly incomplete. To get the full picture, we have to dig for information and ask good questions, while also trying to avoid getting overwhelmed or trapped. We must keep learning, and as we learn, we can learn to live together better! We do not have to accept limitations or acceptable levels of suffering. We are NOT STUCK. We can learn...and then change...whatever we want. "There is no inevitability as long as there is a willingness to contemplate what is happening." - Marshall McLuhan (author of *The Medium is the Message*)



Myth: MERITOCRACY - The more you learn the more you earn', 'you can make it if you try', 'pull yourself up', etc. Many ways to reinforce the idea that the people who have the money and the stuff are successful because they earned what they have, they got all their money through hard work and a shrewd (including a 100% respectful, environmentally-sound and firearms-free!) investment strategy. If only. Investing is almost never in line with our humanity values...yet it is always in our best interest to invest in humanity. Meritocracy is justified stratification; people above others for their achievements. Michael Sandel said: "We've slid into the assumption that the money people make is the measure of their contribution to the common good." I wonder how the merit idea would work if we increase accolades and 'status' based on care about others?



Myth: INCARCERATION PAYS A 'DEBT TO SOCIETY' - Why do we keep repeating this? Members of society believe that incarceration and the judicial system costs them money; they do not feel that they have been paid in any way. How could they? The only debt that has been paid is the one requested and required by a heartless and hungry punitive system. Society has little faith that 'the system' is providing the information necessary to reengage successfully. Together, we can change this. The 'justice system' is the only group getting paid.



Myth: WE ARE FRAGILE - The "Helping" Industry relies on us being weak. ACE (Adverse Childhood Experiences) scores may describe some aspects of people, but they in no way represent who we are. Many of us with high ACE scores have also become even more than resilient, we are now anti-fragile because of our challenges. This means that the adverse conditions made us stronger than we would have been without them.



Myth: TV NEWS INFORMS YOU OF WHAT IS GOING ON All you get from any single news source is what they want you to see and believe. What they show us is what their sponsors want them to show us. Sponsors demand support, so the advertisements determine the 'news' you'll see on TV. Social Media cannot be counted on to inform us of anything but an opinion. To get more pieces of the whole story, we must consider information offered by many news sources.



Myth: WE NEED AUTHORITY AND MONEY TO 'FIX' OUR CHALLENGES - Why would we ask the institutions, and the people who are complicit in maintaining them, to fix the problems they created? Winona LaDuke says: "You shouldn't let your dealer tell you what you need." Are we frustrated enough yet to work on the solutions together? We've been trained to believe these myths:

- Experts and 'science' have the solutions to our challenges; they will provide the relief for our suffering. Q: What if they are the cause of our suffering?
- Money will fix our problems. Does money build trust, cooperation and feelings of confidence? We have gifts to share with each other. Our focus on money continues to take away our power. Money does not give us power. Feelings of agency, support and capability give us power!



Myth: INDIVIDUALISM – Individualism is said to be a “fundamental American principle” so is authoritarianism, lying, stealing, false superiority and also the myth of the 'self-made' person and "united we stand".

INTERDEPENDENCE, on the other hand, is a fundamental planetary principle. We can easily see our impact on the environment and on each other because of our insatiable pursuit of more stuff; a belief created to fill the hole created by 'individualism'. The Rev. Desmond Tutu reminded us that "the solitary individual" is a contradiction in terms.



Myth: "FREE-MARKET CAPITALISM" - You'll find that file between Easter Bunny and Santa Clause. The game is rigged. Capitalism offers some opportunity, but 'the market' does not **respond to our needs**. Instead, it manufactures our desires and externalizes unhealthy costs.



Myth: NOTHING WORKS: Roger Martinson wrote, "the represent array of correctional treatments has no appreciable effect - positive or negative - on rates of recidivism of convicted offenders." In the magazine Public Interest (1974), he stated, "rehabilitative efforts that have been reported so far have no appreciable effect on recidivism." The way that I read this is: the ineffective 'programs' supplied by the prisons (or whomever else) did not impact the already low (compared to today) recidivism rate. He said that no single thing works because we are unique. We are not robots. One thing that always works is 100% pro-social: it's us working together!



EMPLOYMENT AND EDUCATION REDUCE RECIDIVISM Only YOU "reduce recidivism". You and nothing else. It is up to you to utilize education or employment opportunities to support your reentry success; YOU get full credit for how you apply your gifts. After all, employment and higher education did not keep Jeff Skilling, Bernie Madoff, Martha Stewart, Bill Cosby, Charles Kushner, or several elected representatives, out of prison.



CRIMINOGENIC NEEDS Incarcerated people have basic human needs; the same needs we all have. You are not different. This is yet another attempt to scientize othering.



Myth: EXPERTS KNOW WHAT'S BEST

Experts have agendas. Always consider who is paying the 'expert'. Non-profit status does not automatically indicate integrity. Professional 'fixers' are often poor listeners. Prisons, schools and hospitals tell us what we need, they rarely ask what we think or feel. How can they 'help' if they don't hear? We can learn to listen to ourselves and each other by asking questions. We can work, care, and grow together to build our capacity for complexity, cooperation, constructive learning, critical thinking, and agency! We are the 'experts' we've been waiting for.

ASA J. PETERS

1514 Campbell, D1 Jefferson City, Missouri 64108
(816) 667-0421 (816) 992-1421

AREAS OF RELEVANT SKILL

Multi-dimensional individual with experience as **heavy equipment operator, driver, or laborer** with technical knowledge in surveying, welding, and general maintenance. Excellent safety record and willingness to do more than what is expected. Communicate and interact effectively with diverse cultures.

- **Heavy Equipment Operations:** Forklift, Tractor, Loader, Backhoe, Motor Grader, Track Loader, Bulldozer, Bobcat Skid/Steer Loader, Scraper
- **Driver:** Dump Truck, Over-the-Road
- **Technical:** Surveying, Welding
- **Maintenance:** General, Preventative, Carpentry, Painting

EDUCATIONAL BACKGROUND

Linn State Technical College

Heavy Equipment Operator Certificate Course

Welding; Blueprint Interpretation; Surveying; Preventative Maintenance

American Truck Driving School

Over-the-Road Truck Driving Certificate Course

Northwest Missouri Community College

Introduction to Computer Information Systems; Basic Programming; Data Files; Structural Programming; Microcomputer Operating Systems

EMPLOYMENT HISTORY

TEMPORARY ASSIGNMENTS, Jefferson City & Cameron, MO

- Store Clerk/Stocker
- Library Clerk/Data Entry Clerk
- Computer Operator/Data Entry Clerk
- Chapel Head Clerk
- AM/PM Baker/Store Clerk

LINN TECHNICAL COLLEGE, Linn, MO

- Maintenance Technician – General maintenance, cleaning, carpentry, and lawn care.

SPRINGFIELD PARKS AND RECREATION DEPARTMENT, Springfield, MO

- Laborer, Park Maintenance

MAZZIO'S PIZZA, Springfield, MO

- Delivery Driver

DRIVEWAY PAVING, Toledo, OH

- Dump Truck Driver/Laborer

NORTH AMERICAN VAN LINES, Ft. Wayne, IN

- Over-The-Road Driver

This resume example created by and for *Expert Résumé's for People Returning to Work*

Wendy S. Enelow and Louise M. Kursmark
2003 JIST Publishing Inc. Indianapolis, IN

ARTHUR F. ECK, JR.

639 Arcadia Street Rochester, NY 12239
387-458-3241

OBJECTIVE

BREAKFAST and LUNCH COOK

To assist a restaurant in attracting and retaining a strong customer base,
by applying a passion for the culinary arts and a strong work ethic.

PERSONAL PROFILE

- Experience working in a kitchen environment, filling orders and developing menu items.
- Ability to get the job done by employing critical thinking and problem resolution skills.
- Work well as a team player and independently with very little supervision.
- Received commendations for being dependable and hardworking.
- Bilingual, Spanish and English.

COOKING SKILLS

- ✓ Prepared a selection of entrees, vegetables, desserts, and refreshments.
- ✓ Cleaned the grill, food preparation surfaces, counters, and floors.
- ✓ Met high quality standards for food preparation, service, and safety.
- ✓ Trained and supervised workers.
- ✓ Maintained inventory logs and placed orders to replenish stocks of tableware, linens, paper, cleaning supplies, cooking utensils, food, and beverages.
- ✓ Received and checked the content of deliveries and evaluated the quality of meats, poultry, fish, vegetables, and baked goods.
- ✓ Oversaw food preparation and cooking.

RESTAURANT EXPERIENCE

Kitchen Worker – State of New York (Coxsackie Correctional Facility); Coxsackie, NY

Short Order Cook – Rockies Breakfast Bar; Rochester, NY

Prep Cook/Laborer – New World Diner; Rochester, NY

Lunch and Dinner Cook – Albany's Italian American Restaurant; Albany, NY

MILITARY SERVICE

U.S. Navy – Machinist Mate E-3 – *Honorable Discharge*
GED obtained

Motivation Tips

From the Fair Shake Ownership Manual:

Self Motivation - While managers often try to find ways to motivate people from the outside, the best way to get things done is simply by wanting to do them. The more we align ourselves with our goals, values and interests, the more easily we can find the necessary motivation to carry out our tasks. Sometimes we have to keep our 'eyes on the prize' and work through things we really don't like – and sometimes we have to wait patiently - to get to the ultimate goal that we value the most.

"Whether you think you can or whether you think you can't, you're right." - Henry Ford

"He is able who thinks he is able." – The Buddha

Often people use - and many people want - **EXTRINSIC MOTIVATORS** (outside forces) to get us to do things we don't desire to do. Do we want to be lured by a Carrot? Do we prefer to be scared by a Stick? Bribe... or... threat? Encourage you to buy a gizmo with a coupon or make you worry that you will not be hip if you don't have the gizmo? Do you recognize these *extrinsic motivators*? You will find more examples of extrinsic motivators all around you once you start to take notice. Alas, extrinsic motivators work well to get us to do some things, but not everything.

We cannot always be pulled or pushed. Sometimes we just want to be interested in what we're doing!

The forces that can energize us through our most challenging and creative tasks are often our **INTRINSIC MOTIVATORS** (inside forces) that bring satisfaction when we do tasks we don't care for but can find meaning in. For example, hanging laundry may be your least favorite thing to do, but you need clean clothes. This mundane task can transform to something beautiful when it happens on a warm, sunny day in the early spring. Just knowing that a beautiful day of hanging laundry is possible makes it easier to hang laundry on less desirable days. Intrinsic motivators make the tough stuff tolerable and can even connect us to the rest of the people on the planet who are going through tough stuff. And also to the people who are enjoying the spring sun while hanging out their laundry.

When we have an inner goal, a desire to solve a puzzle, the wish to work out something by ourselves, we are often motivated with speed, stamina, determination and creativity! Often our values and beliefs provide the fuel for our intrinsic motivation motors.

Motivation Tips:

1. **Systematically and deliberately create success.** Decide what you want to do and what you will do when you get there. Now explore the steps you need to take to get you to where you want to be. Remember to anticipate the hurdles!

2. **Don't let your excuses get in the way.** You will come up with every excuse in the book to not move forward. You will even believe many of your excuses are legitimate. When you believe your excuses you can become stuck. Are you a victim or are you a creative thinker who can solve a problem?

3. **Change habits and behaviors that lead you to procrastinate.** Are you doing things that are holding you back? Schedule time to do nothing and other than that time, stay on track with your goals.
4. **Several small jobs done over short periods of time are more manageable than one large task.** Instead of focusing on the difficulty of the large task, break it into smaller jobs and create a timeline for finishing them.
5. **Try tackling the more undesirable tasks early** so that you can pursue more pleasant activities later in the day.
6. **Exercise self-discipline.** Say 'no' when you need to...to yourself and to others. Keep your "eyes on the prize!"
7. **Overcome procrastination and block out human and media obstacles.** Sometimes we have to just get started, even when we don't feel like we're ready, or even up for the task. Often just the ACT of getting started is enough to get engaged and encouraged. Refuse to let others divert you from your path! Procrastination is a self-defeating behavior that develops - in part - due to the fear of failure and paradoxically, the fear of success!
8. **Reward yourself.** Your self-motivation will increase enormously if you give yourself a pat on the back for a job well done. It feels great to accomplish tasks!
9. **Have fun!** Learning to enjoy yourself keeps you enthusiastic and motivated and helps you keep stress to a minimum. After all, good vibes create more good vibes!
10. **Imagine what the rewards will be when you finally reach your destination** and keep that thought foremost in your mind. You can also imagine the bad consequences (pain, frustration, the feeling of defeat) that may occur if you don't, if you prefer to look at it that way. Carrot or stick?
11. **Tell someone about your goals.** Show them or mark stages on a calendar to emphasize and visualize your goal. Check in with them periodically to tell them of your progress.
12. **Review your habits; do you see yourself accomplishing your goals?** You must change the habits that lead you to procrastinate in the first place. Lose, shorten or refuse to participate in demotivating habits during inappropriate times of the day (watching TV, disengaging from your goals) and replace them with habits that lead to engaging in and control of your life.
13. **Find your true interest.** If you dislike certain tasks, just look at them in the big picture...they are character building steps on the path of getting you to your greater goal.
14. **Make lists of the smaller jobs then tick off the work that you have completed.** Prepare a list of the things you have to do. Prioritize the list and then start ticking off tasks as they are completed. If you do this right, you may become motivated to complete them all!

HOUSING

Like the Fair Shake [Find A Job](#) page, the Housing Search page lists search engines to find housing near you. In addition to the websites listed below, there is a lot more information in the [Resource Directory](#) and in Reentry Guides section below the Search Box.



Aunt Bertha

Aunt Bertha is a social care network that connects people and programs — making it easy for people to find social services in their communities. To do this, we've verified and added hundreds of thousands of programs covering every county in the US.



2-1-1

A phone number and a website! Not sure where to turn? We are here for you. **211 receives more requests for help with finding housing or shelter or paying utilities bills (over 4.4 million each year) than for any other issue.**

Homeless Shelters and Service Organizations:

National list of homeless shelters and other services homelessshelterdirectory.org/

Find the Housing Authority Near You!

A nearly-complete list. Some others are located on the Fair Shake website under State and Local Reentry Guides.

https://www.hud.gov/program_offices/public_indian_housing/pha/contacts



Section 8: Frequently Asked Questions

What is Section 8 Housing?

The actual name of the program commonly known as “Section 8” is the Housing Choice Voucher Program, a federally funded program that subsidizes rent for eligible participants. It is designed to assist very low-income families or individuals. A housing subsidy is paid directly to the landlord on behalf of a participating family/individual.



How do I apply for Section 8 housing?

Contact your local [Public Housing Authority](#).

For further assistance, contact the Housing and Urban Development office nearest you.

Does my criminal record ban me from public housing?

There are only 2 convictions for which a PHA must prohibit admission:

- If any member of the household is subject to a lifetime registration requirement under a State sex offender registration program; and,
- If any household member has ever been convicted of drug-related criminal activity for manufacturing or production of methamphetamine on the premises of federally assisted housing.



National Reentry Resources (besides Fair Shake)

2-1-1 or www.211.org Dial 211 or visit the website!

211 is a vital service that connects millions of people to help every year. Simply call 211 or search for 211 online. Program of United Way.

Services include:

Supplemental food
Shelter, housing, utilities
Emergency / disaster relief
Employment opportunities
Education opportunities
Veterans services

Health care
Rehab and addiction services
Reentry Resources
Support groups
Safe path away from abuse



Aunt Bertha: <https://www.auntbertha.com/>

Search for free or reduced cost services like medical care, food, job training, etc. People can create profiles, connect with resources, and save searches...or search anonymously anytime.

Positive Transitioning: 614-573-0464 or 844-392-9695

CALL FOR RESOURCES: Employment, Housing, Education, and Legal Assistance. - 24/7 Resources and Listening Line Are you looking for resources? Give us a call! Also sign up for coaching, enroll in classes and connect to a mentor or become a mentor. www.positivetransitioning.org

Help Yourself Therapy:

www.helpyourselftherapy.com/

SELF-Therapy For People Who ENJOY Learning About Themselves. Free, confidential, practical advice from a therapist. Everything is easy to understand and to use. Self-disclosure is never needed. Completely confidential.



Help Yourself Therapy

Homeless Accommodation Directory: www.homelessshelterdirectory.org/

Transitional Housing www.transitionalhousing.org

Food Pantries and Soup Kitchens: www.homelessshelterdirectory.org/foodbanks/

Employment Related:

Clothes For Women: **Dress For Success** <https://dressforsuccess.org/>

Clothes For Men: **Career Gear** <https://www.careergear.org/>



careeronestop

U.S. Department of Labor

Career One Stop www.careeronestop.org

Your source for career exploration, training & jobs.

Vital Records www.cdc.gov/nchs/w2w/

Where to write, or where to go, to obtain birth, death, marriage and divorce certificates.

Social Security new or replacement card: <https://www.ssa.gov/ssnumber/>

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- If any household member has ever been convicted of drug-related criminal activity for manufacturing or production of methamphetamine on the premises of federally assisted housing.



Maurice Sprewer

414.874.1657 (list the BEST contact number you have)

Maurice.sprewer@dwd.wisconsin.gov

(be sure that your email address is professional)

EXAMPLE of a FUNCTIONAL Resume'

Production Worker and General Laborer Committed to Safety and Quality

(personal branding statement - describes position and a quality that makes you great at it)

Summary of Skills: *(make sure the skills are relevant to the job you are applying for - usually found in the job description)*

- Sorting, grading, weighing, and inspecting products, verifying and adjusting product weight or measurement to meet specifications.
- Observing machine operations to ensure quality and conformity of filled or packaged products to standards.
- Monitoring the production line, watching for problems such as pile-ups, jams, or glue that isn't sticking properly.
- Attaching identification labels to finished packaged items, or cut stencils and stencil information on containers, such as lot numbers or shipping destinations.
- Stocking and sorting product for packaging or filling machine operation, and replenishing packaging supplies, such as wrapping paper, plastic sheet, boxes, cartons, glue, ink, or labels.
- Packaging the product in the form in which it will be sent out, for example, filling bags with flour from a chute or spout.
- Inspecting and removing defective products and packaging material.
- Starting machine by engaging controls.
- Removing finished packaged items from machine and separate rejected items.
- Counting and recording finished and rejected packaged items.
- Stopping or resetting machines when malfunctions occur, clearing machine jams, and reporting malfunctions to a supervisor.
- Removing products, machine attachments, or waste material from machines.
- Transferring finished products, raw materials, tools, or equipment between storage and work areas of plants and warehouses, by hand or using hand trucks.
- Packing and storing materials and products.
- Helping production workers by performing duties of lesser skill, such as supplying or holding materials or tools, or cleaning work areas and equipment.
- Counting finished products to determine if product orders are complete.
- Measuring amounts of products, lengths of extruded articles, or weights of filled containers to ensure conformance to specifications.
- Following procedures for the use of chemical cleaners and power equipment to prevent damage to floors and fixtures.
- Mixing water and detergents or acids in containers to prepare cleaning solutions, according to specifications.
- Loading and unloading items from machines, conveyors, and conveyances.
- Operate machinery used in the production process, or assist machine operators.
- Placing products in equipment or on work surfaces for further processing, inspecting, or wrapping.

Relevant Production and General Labor Experience

General Laborer (Position while incarcerated)

State of Wisconsin / Badger State Industries / FBOP *(whichever applies)*

year - year

City, State

Previous Relevant Employment

Previous Employer

year - year

City, State

Other Experience

Previous Relevant Employment

Previous Employer

year - year

City, State

Education

Relevant Education

(Relevant Degree / Diploma)

*Created by Maurice Sprewer Employment & Training Specialist / Reentry Coordinator
DWD / Job Service 4201 N. 27th Street Suite 602 Milwaukee, WI 53216*

Support for
folks with

DIFFERENT ABILITIES / DIS-ABILITIES

More information can be found at fairshake.net/different-abilities



National Federation of the Blind nfb.org

200 East Wells Street at Jernigan Place
Baltimore, MD 21230

410-659-9314



National Disability Rights Network ndrn.org

820 First St. NE, Suite 740

TDD/TTY: 202-408-9521

Washington, DC 20002

Phone: 202-408-9514

Protection and Advocacy for People with Disabilities



Int'l Center for Disability Resources on the Internet icdri.org/legal/CAP.htm

The Client Assistance Program (CAP) is funded by taxpayers. It provides assistance, information and advocacy to people with disabilities who are getting or applying for services under the Rehabilitation Act. Programs include: Vocational Rehabilitation, Independent Living Services and more. Each State has its own programs.

Social Security Disability Insurance (SSDI & SSI) ssa.gov/benefits/disability
Social Security Administration Office of Public Inquiries and Communications Support
1100 West High Rise
6401 Security Blvd.
Baltimore, MD 21235

TTY 800-325-0778
800-772-1213



Write for information to start your application before release! It's included in the Fair Shake software: fairshake.net/fici.
Your supporters can find information at this link, too: ssa.gov/reentry/benefits.htm.



Social Security Disability Resource Center www.ssdrcc.com

Private website created to "provide information about how Social Security Disability and SSI work" Nationally, and in NC specifically. Online only.



Vision Aware visionaware.org

An amazing website, loaded with information, webinars, support groups including special support for elders, veterans, children and much more. "VisionAware is a

free, easy-to-use informational service for adults with vision loss, their families, caregivers, healthcare providers, and social service professionals."

Expanding Employment Possibilities for People with Vision Loss! aphcareerconnect.org

The Arc thearc.org

The Arc of the United States
1825 K Street NW, Suite 1200
Washington DC 20006

202-534-3700
800-433-5255



The Arc serves as a bridge between the criminal justice and disability communities. We promote and protect the human rights of people with intellectual and developmental disabilities and actively support their full inclusion and participation in the community throughout their lifetime.



Olmstead Rights olmsteadrights.org

Our mission is to help low-income people navigate complexities by providing information and resources for self-advocates, family and friends of people with disabilities, and legal advocates alike. Self-help Tools! Legal Advocacy Tools! Links to resources in every state! (web-based only)

Your Name
Milwaukee, WI
Your email
111-222-3333

**EXAMPLE of a
Letter of Explanation**

Re: Letter of Explanation

Insert Date Here.

Dear Sir or Madam,

The things I value most are honesty, integrity and directness. Therefore, in anticipation of the criminal background check, you will find that in October of 2006 I was convicted of the offense of Armed Robbery - Use of Force. I served 24 months in prison for my crime. Upon release in 2008, I unfortunately, returned to the same negative influences and the same circle of negative associations and as a result, I re-offended in 2009. The charge was again, Armed Robbery this time as a Party to a Crime. I know that what I did was wrong. It was a result of poor decision making on my part and it hurt a lot of people. I've learned a great lesson and won't repeat those past mistakes.

While incarcerated, I completed my HSED through the Warren Young School. In addition, after a period of careful self-examination, I began working on ME. I successfully completed coursework in **Walking the Line - the Vow to Succeed Program, Cognitive Intervention Phases I and II, and Re-Entry bridge to Success programs**. I then continued my education, gaining **certifications in Telecommunications Technologies as a Network Cabling Specialist in Copper Based Systems**. Since my release I have done some full time work as laborer in a tannery and volunteered my time at my 11 year old son's school. However, I am looking forward to getting back to work full-time in the field of Telecommunications as an installer so I may further demonstrate the changes in my life and be a responsible member of society.

I can understand why you may be hesitant to hire someone with my background. However, I am eligible for **The Fidelity Bonding Program which can insure you for up to \$25,000** against any act of dishonesty on my part. Additionally, when you hire me, you will be eligible for **Work Opportunity Tax Credits to save you up to \$9,000 this year**. I will be happy to provide you more information about those programs during our interview. Lastly, I recently successfully completed the **Pipeline to Employment Training Program for Former Offenders** sponsored by the **State of Wisconsin Department of Workforce Development** and I can provide a letter of recommendation from them at your request.

I am eager to pursue this or other opportunities with your company because I am confident my skills and experiences will dovetail with the needs of your business.

Thank you for your time and consideration.

Sincerely,

Your name here

Created by Maurice Sprewer Employment & Training Specialist / Reentry Coordinator
DWD / Job Service 4201 N. 27th Street Suite 602 Milwaukee, WI 53216



Fair Shake's Guide to TRUCKING OPPORUTNITIES!

American Trucking Associations

ATA Headquarters
950 North Glebe Road, Suite 210
Arlington, VA 22203-4181



<https://www.trucking.org/>

From their website: American Trucking Associations is the largest and most comprehensive national trade association for the trucking industry. ATA is an 86-year old federation with state trucking association affiliates in all 50 states. We represent every sector of the industry, from LTL to truckload, agriculture and livestock to auto haulers, and from large motor carriers to small mom-and-pop operations.



Owner-Operator Independent Drivers Association

OOIDA HEADQUARTERS
1 NW OOIDA Dr.
Grain Valley, MO 64029
816-229-5791 800-444-5791

<https://www.ooida.com/>



The mission of the Owner-Operator Independent Drivers Association, Inc. is to serve owner-operators, small fleets and professional truckers; to work for a business climate where truckers are treated equally and fairly; to promote highway safety and responsibility among all highway users; and to promote a better business climate and efficiency for all truck operators. More than 150,000 members of OOIDA are men and women in all 50 states and Canada who collectively own and/or operate more than 240,000 individual heavy-duty trucks and small truck fleets. All OOIDA officers and directors are now, or have been, professional truckers, and are elected from the membership, by the membership. The 22-member board helps define OOIDA's position on all major trucking issues. They offer information and education in all areas of independent truck ownership and responsibility.



Gary's Job Board: www.garysjobboard.com
Truck Drivers wanted! Since 2004.

Gary can find you a better truck driving job, with or without a CDL.

Gary's Job Board was created to help Truck Drivers find Driving Jobs, and to help Dispatchers find Drivers. Gary's Job Board is 100% unaffiliated. We DO NOT recruit for any carriers. Our service will always be FREE to drivers because drivers' rock. Here's how garysjobboard.com works: (this is NOT a run-of-the-mill trucker job board. No one will call you, you have all the power).

- Complete your Driver Profile, it takes 2 minutes.
- Companies will see your first name, type of CDL, and experience level.
- They will not see your email address.
- You will receive a company invite by email and the email will come from our system.
- Check out what they are offering. Answer the email or not. You'll receive another invite down the road.



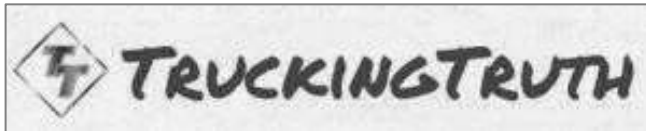
AllTrucking.com www.alltrucking.com
PO Box 26330,
Overland Park, KS, 66213

"Welcome to AllTrucking.com, your source for finding information to become a truck driver and find a trucking

career. Whether you are looking for your next truck driving job or want to learn how to earn your CDL, we have guides for you. We have even organized some of the more common questions that might be found on a CDL exam, and put them into a simple practice test! "

They have a library of guidebooks - from career support and paying for school to helping veterans – "we've got a resource to help anybody." Here are a few of our most frequently requested pages:

- How to Pay for Truck Driving School
- Truck Driving Jobs: Careers in Commercial Truck Driving
- Company-Paid CDL Training Programs: A Comprehensive Guide



Trucking Truth
www.truckingtruth.com

A Positive Yet Honest View Of The Trucking Industry With Friendly Advice From Experienced Drivers

Trucking Truth (TT) was created in 2007 to give new drivers a true picture of what a career as a truck driver is all about and a straightforward strategy for surviving that first year of their career. I wanted people to know that trucking can be an awesome career for the right person and it's totally doable if you work hard, keep a great attitude, and have a solid strategy in place.

A huge informational website that includes:

- Trucker's Forum
- Truck Driver's Career Guide
- Free CDL Practice test
- A list of companies that hire people with a criminal history.
- "The Road Home" podcast
- All things CDL
- Trucking Company Reviews
- Trucking Wiki...where you can find out FAQ's, physical health tests and issues, limitations and opportunities for drivers with a criminal history, driving with pets and much more.



Get Paid While Training For Your CDL?

Upon completion of your paid CDL training, you will sign an agreement to work for the company for a specified amount of time. This is how they recoup the time and money they've invested in your CDL training, which is a very fair deal for both sides.

If you quit working for the company before your obligation is complete, you will owe the company a prorated amount of money for the schooling. At some companies, your training will be free once your obligation is complete. Others may require you to make payments from your paycheck to cover the tuition for the schooling.

TT offers a review of the companies that offer paid CDL training.

Culture Shock!

Most of the information Fair Shake shares is for everyone to read, because everyone plays an important role is creating opportunities for success after incarceration. This document has been created to increase generosity and understanding between the people who are coming home from prison and the people who have not experienced prison. Whether family, co-workers, neighbors, or friends, it's important to try to think about how hard it must be to 'hit the ground running' after living in such a stark and controlled environment, while gadgets, lingo, and trends are mutating quickly and constantly.

In many aspects, life in prison functions in opposite ways to life outside of prison.

Although we cannot grasp what prison culture is like, if we can imagine living for several years on a confined piece of land surrounded by fences while living, working and eating in cement buildings, we begin to scratch the surface of a very different daily life. Inside prisons (and outside of administrator's offices) we find few, if any, potted plants, curtains, pictures on the walls, or carpets on the floors to provide a little comfort and absorb sound. Sleeping quarters are often very small, sometimes made smaller by the addition of a toilet, a sink and possibly another person. Other sleeping spaces can include large dormitories filled with dozens of bunk

beds and little or no privacy or quiet. People in prison do things in large groups frequently, like dining and going to work, while everyone in prison is living within their own unique story, too, which may include difficult news from the doctor, a lawyer, or family and friends, at any time. Oftentimes people must bear their hard news alone.

Prisons have unique cultures, which can vary a great deal: over the years, within one institution, between institutions, and amidst the types of institutions (federal / state; or security levels). Not only do the people change, but also the philosophy and directive of "corrections".

We all become acculturated or "institutionalized" to places where we spend a lot of time: where we work, go to school, our neighborhood, etc. When we return home after spending time in another culture, our own customs can feel a little strange. We can adjust to a wide variety of conditions over time and even assume new cultural norms without consciously deciding to do so. Just as we need time to adjust to a new neighborhood or job, people coming home need time, generosity and understanding to adjust, too.

We have power! We can build relationships, trust and understanding by reducing expectations and projections; and by increasing listening and care.

Consider just a small sample of cultural and lifestyle differences:

Persona

IN PRISON: Survival in some prisons may require a tough appearance. Gentleness and kindness may be perceived to be weak, leading to a person being taken advantage of mentally, physically, or both. Maintaining a stoic exterior, keeping thoughts to one's self can be useful in prison.

OUT OF PRISON: Friendliness, smiles, and engaging conversations can show others we are open to interaction. These sociable attributes are critical for success many jobs.

Trust

IN PRISON: Trust is hard to give and hard to gain. Concealment of emotions is important in many circumstances but it can make trust more difficult to attain.

OUT OF PRISON: One of our most treasured character traits is honesty. Trust is an important element in any relationship; whether with family, friends, or work-related. We work hard to build long- lasting relationships. It is within these deeper relationships that we can learn more about ourselves.

Choices

IN PRISON: In addition to having an established schedule in prison, incarcerated people have few choices about where to go, what to wear, what colors they would like to see on the walls, or what they would like to eat for breakfast.

OUT OF PRISON: We constantly make decisions. Life moves at a brisk pace with frequent changes. We're constantly adjusting our plans, and re-prioritizing our goals to accommodate others and still keep time for ourselves. Lots of choice!

Gizmos

IN PRISON: There are few gizmos. One gizmo is the music player. For twice the cost that unincarcerated people pay for a single song, an incarcerated person – who often earns about 1/100th of what they would earn outside of prison – can add a song to their MP3 player. Another gizmo is the 'public computer', which offers email and news within the institution. The most advanced gizmos are the tablets, which may or may not be free to the user. They offer email, music and movie services that generally come with a cost, and may include free services, too, such as books from Project Gutenberg, prison and education programming, or even Fair Shake's free software.

OUT OF PRISON: Gizmos, such as phones, tablets and laptops are ubiquitous. The devices demand attention which many of us eagerly provide. They offer non-stop distractions from 'real life' in the form of videos (many of which people make and post themselves), TV, social media, email, music and radio. Gizmos are also able to offer two-way communication through text, voice or video options.

Social Media

IN PRISON: People watching TV together, people reading the same article and then talking about it, and even teleconferencing visits with family or friends are pretty much the extent of social media.

OUT OF PRISON: Social media is on almost every gizmo, and the pressure to join facebook, twitter, instagram and linkedin is great.

Many of us claim social media is 'pro-social' and boosts our awareness of current events and their meaning, but it has been tied to anxiety, depression and suicide.

Quiet Time

IN PRISON: Prisons are noisy places. They offer few quiet places or opportunities for time alone. The buildings are made of concrete and offer few furnishings to reduce noise. When people get upset, they may become loud. Many incarcerated people keep earplugs with them at all times.

OUT OF PRISON: Life is very busy and we are constantly interacting; the gizmos make sure of that. We have to be strong and determined to carve out time to be alone...to reflect on our day, our perspective, and life, or to sit quietly and listen. Quiet time can be rejuvenating and reaffirming.

Care-giving

IN PRISON: Incarcerated people are not able to provide daily, in-person physical or emotional care for children, partners, parents, or pets.

OUT OF PRISON: Caring for others is constantly affirming, taxing, challenging, and invigorating! We need to be needed, and we feel good supporting those we care about. Caring for others enhances our health!

Humanness

IN PRISON: Incarcerated people may be referred to as "offender", inmate, or by their last name or ID number.

OUT OF PRISON: We can insist upon being treated with respect.

Physical Contact

IN PRISON: Affectionate touch is brief and has been limited to family and close friends when they visit. Since COVID began, many visits have been replaced with teleconferencing.

OUT OF PRISON: Handshakes, hugs, back-patting, and other signs of affection are welcome and encouraged among relatives, friends, teammates and colleagues.

Information

IN PRISON: Incarcerated people can access a limited amount of information through magazines, newspapers, television, radio, and letters. But a person can think, weigh options, and philosophize with others, and without a gizmo buzzing at them constantly.

OUT OF PRISON: We are overloaded with information, misinformation and disinformation, with very few tools to differentiate one from another and very little desire to hear things from outside of our bubble. Online, we have limitless reinforcements for our beliefs.

Patience

IN PRISON: Incarcerated people must ask for - and wait for - assistance, services, and professional help including doctor visits, rides to see specialists, meetings with administrators, phone calls, and daily meals.

OUT OF PRISON: We are impatient. We want 'urgent care' and we can get medical help immediately, if necessary. We arrange meetings according to our schedule and we can spontaneously do things.

Consider these similarities, too!

- In prison, people continue to love children, partners, parents, grandparents, sisters, brothers, other relatives, friends, colleagues, clergy, advocates, etc.
- We all appreciate humor and many of us support our favorite sports people / teams
- We all feel sad, scared, excited, angry, caring, anxious, blue and vulnerable at times.
- We are all concerned about safety, security, and the future.
- We all need - and deserve - feelings of self-worth, agency, dignity and belonging.

Handling Frustration

Dealing with frustration

Life is full of frustrations. From the minor irritations of losing your car keys to the major anxieties of continued failure towards a goal, frustration is not a pleasant emotion in any magnitude. Because of the unpleasantness of this emotion, people will often avoid anything that might lead to it. Unfortunately, many of the things we truly want to experience such as triumph, joy, victory and purpose require a great deal of frustration. Being able to manage frustration allows us to remain happy and positive even in trying circumstances.

In order to successfully manage frustration, you need to first understand what causes it. Frustration is simply caused whenever the results you are experiencing do not seem to fit the effort and action you are applying. Usually frustration is caused by a narrow focus on a problem that isn't resolving itself as you had hoped. This is a very simple concept, but it is an important step to solving frustrating problems.

Frustration is Energy Consuming

Our energy as human beings is our primary currency we use to do anything. Physical, mental, emotional and spiritual energies all fuel discipline, creativity, courage and motivation. Anthony Robbins includes energy as the first key to success in any area of life. Stress in excessive doses is a negative emotional state that weakens the immune system and raises blood pressure as the direct result from a lack of energy. When we run out of energy we become useless.

Frustrating problems are incredibly energy consuming. Because these problems consume our energy in such great quantities, we need to be extremely careful that we don't try to keep running with an empty energy reserve. When this happens we burnout and require a long time to recover. The initial reaction of most people is to work harder when they encounter frustration. Although the intention to work harder makes sense, it often results in trying to spend more energy than we have available.

Why are frustrating problems more energy consuming than normal tasks? The answer to this is relatively simple. Because your action is not producing the results you expect, your brain naturally goes into full gear, rapidly consuming mental energy to solve the problem at hand. In this time it is very easy to run out of energy. When your energy stores are depleted this is when you become irritable, tired, stressed and sometimes even angry.

To get a little perspective on your issue, try broadening your focus from your current problem outwards. Try thinking about how the problem looks when you view it from a few weeks, a year, or ten years from now or compared to your lifetime?

Go outside and look up at the sky. Viewing the incredible expanse of space and time will ultimately make your problems look very small indeed.

Getting perspective when you are frustrated isn't a particularly difficult practice; the difficulty is in remembering to do it. It will be difficult to do this at first, but after diligent practice it will become a habit and happen automatically.

Nobody likes to feel frustrated. Unfortunately, frustrations are part of life. Learn to manage your frustrations so they don't leave you stressed, burned-out or depressed. Take breaks from your frustrations to recover your mental and creative energies. Reward your actions, not just your results and remember to gain a little perspective when you begin to feel overwhelmed. Don't let your frustrations prevent you from setting goals and living your life to the maximum.

Thank you Scott Young! Find more about this information here:
<http://www.scotthyoung.com/blog/2006/06/10/dealing-with-frustration/>

Exploring *IDENTITY*

What Makes You YOU?

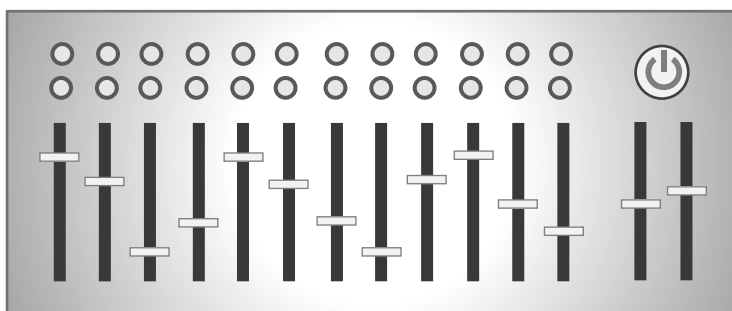
Who we are - at any given time - is a compilation of our experiences, our interests and intentions, our environment, our body, our mind (whatever that is) and our spirit (whatever that is). Mind and spirit are very important to us. They are at the foundation of our values and beliefs, and drive our desires, fears, goals and relationships, yet they cannot be located or clearly defined. That is a good thing. They defy empirical observation and they can't be quantified. This is our 'special sauce' of unlimited potential!

"I am what time, circumstance, history, have made of me, certainly, but I am, also, much more than that. So are we all." - James Baldwin

In a very real way, we became who we are today because of our relationships. Civilization is made up of people...including those who have been here and left their mark, and those with whom we currently share this planet. Other people have guided our lives and our development since we were born and other people continue to shape us today. We learned how to be a person from other people. We are who we are today because of who we all are (people in our family, our community, our region, our nation and our world). This is the foundation of the philosophy of UBUNTU. (We explore this philosophy more deeply in this booklet, but for now let's just explore YOU.)

I created a MIXING BOARD METAPHOR for this exploration so we can see the 'hard-wired' aspects of ourselves that are so frequently cited (and feel inauthentically limiting) and the 'plastic' aspects... which are the areas where we are always changing.

Mixing
Your
Unique
Identity!

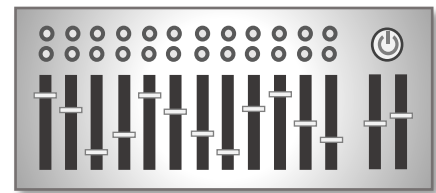


Although it may sometimes feel like other people are shaping us, we are always at the wheel. Our bodies may be directed, controlled, or limited in one way or another, but our minds are free. We can surmount limitations in our minds by questioning some of the beliefs that were given to us when we were too young to question them. We can learn, and develop new skills, and do things that our family, friends, culture or the status quo may not do. Society likes when we fit into roles. But times are changing; the roles may no longer apply.

"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."
– Victor Frankl

WHAT ARE WE MIXING?

We are all unique, yet we share basic human needs (the 'hardwiring' we hear so much about). For instance, we all need to feel that we can do things by ourselves (Autonomy), but how we address that need is different for each of us. Look at the list of needs and wants below as if they are the sliders on a mixing board. You may be in one position today, and another in a year. We are changing all the time, and even in different contexts (at home, work, hockey practice, and when we take a personality test). Like sound through a mixing board, our needs and wants are steady, but where we open the gates or constrict the flow, the flow will change as we change. The sliders below are set to me, Sue Kastensen, on 7.21.21. Where will you move them to reflect who you are today?



1. I prefer to be alone. I prefer to be with people.
2. I keep things close to take care of them. I share almost everything.
3. I'm on time, and often early. I'm not strict about schedules.
4. I prefer questions. I prefer answers.
5. I explore other cultures and values. I prefer traditional customs and values.
6. I like to plan for the future. I like to think about the past.
7. I prefer to let others make decisions. I like to make decisions.
8. I enjoy sharing my stories and perspective. I enjoy listening to stories and perspectives.
9. I am very trusting. I am very skeptical.
10. I like to think about stuff. I like to do stuff.
11. I am very curious. Almost nosy. I learn what I need to learn.
12. I learn through stories and experience. I learn through research and facts.

Go ahead, put pencil marks on this chart today, in 6 months, and in 6 years, and see how you change. Or make your own chart! Add or subtract dimensions of your unique style: your character, personality, choices, beliefs and more.

Remember: we are all always changing – we never stop – and we are in charge of our change.

Dealing With Rejection

When we put ourselves in a position to be vulnerable to another person's opinion, we risk rejection.

Sometimes the risk is very small. Example: I tell a joke but my audience doesn't laugh. They look at me like I am speaking a language they don't understand. What does this mean? Do they reject my joke? Do they reject me? Maybe they don't share my sense of humor. Maybe they don't understand the joke. Maybe it's just not a good joke or maybe I need to learn how to deliver jokes. There are so many variables!

When I'm standing there in the silence, however, I find it hard to think of anything but "I'm not funny." or "I failed." I may even internalize these words and start to feel pretty rotten, as if I am incapable or unappealing. I told the joke to have fun and win approval; instead I feel deflated and rejected.

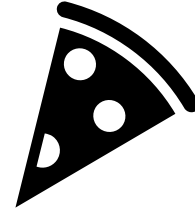
When I take a much larger risk, such as applying for a job, an apartment or a loan - where I've invested so much more of myself (time, information, hope, dedication) - the stakes are much higher. I may become discouraged when I hear 'we've chosen another applicant', 'we've rented the apartment to another person', or just plain 'no'. Again, it's hard for me to not internalize it. But just as in the case of the joke, there may be many variables that I am not considering. At this crucial time, I must remember to believe in myself and continue to pursue my goal.

It is hard to stay positive when we internalize rejection, and yet that is exactly what we need to do to persevere toward what we want. When we feel defeated, we would be wise to remember that we have taken many risks in the past and we have been successful. We must risk failure and rejection to feel the power of success. It is both scary and exhilarating!

Consider using these tools to keep your perspective as favorable as possible:

- First, remember you are important! Do not let rejection from any person or group lead you to believe you are not important, valuable, creative and necessary to the well-being of everyone.
- Be open to the possibility of rejection or criticism as the push you need to improve your approach, consider making other changes. Find ways to be positive. Positivity is magnetic!
- Consider the source. If you are doing what you believe is the right and best thing for you, keep doing it. It's okay to be rejected by people or groups that we do not wish to be a part of. Perhaps it's not a good fit and our view is clouded by a fog of unrealistic hopefulness. Try to remember to not take feedback or rejection personally.
- Keep focused on the big picture! Don't let minor set backs keep you from achieving your goals.
- Persevere! Keep doing what you are doing. Remember that you are the pilot of your goal, challenge, or position and you will not let rejection hold you back.
- Believe in yourself! If you don't believe in yourself, how can you expect others to believe in you? There are so many things that are special and incredible about you; don't forget what they are!
- This is an opportunity to build resilience. Getting through difficult challenges makes you stronger and more capable for your next challenges. Summon your fighting spirit that says "I will not quit"!
- Find your gratitude. Be grateful for the opportunity. Be grateful for allowing yourself to FEEL. Be grateful for the freedom to create your life, even though it may be very challenging. Be grateful for your critics. If it wasn't for them, we would not learn about ourselves.

INFLUENCE



Mmmmm...I can almost taste the steamy, hot pizza slice on the television screen. I know that what I see is just an image, but my mouth still waters. My mind and body have been influenced by advertising which, hopefully, will be short-lived.

Throughout our lives, and often unconsciously, we are influenced. Events, experiences and ideas can change our life without our permission (especially throughout our early years!). As we get older, we start to learn that we have some power to decide how things influence us. We still mostly react to what comes at us from friends, family, co-workers, other people in the world, movies, advertising, television, social media, weather, animals, history, our projections (including fear, expectations and overconfidence) and much, much more...but by our teens we learn that we can call BS on something we don't think is right.

We influence others, too, of course: we smile, we say a kind word or a cruel word, we try to convince others to see our point of view.

Popular culture encourages us to believe we are easily influenced. We are pummeled with TV advertisements telling us to 'ask our doctor' to give us drugs...but then the newscasters tell us that the Sackler family is responsible for our addiction. What no one says is that we can say 'no' to the whole game. You won't see an ad or a news story telling you that you don't need to buy one product or service to share your unique and awesome power and gifts with the world!

We are persuadable, certainly, but we can push back on at least some of what we don't like. We can be stubborn and immovable when we feel it's important. We can learn to include our intentions in our response, reducing the likelihood that these powerful attempts to influence us will distract us from our goals.

In our early years we were not able to choose the impact of the influencers. We were shaped by them. In our early teens, we were told that our choices were limited and we should just comply with the status quo: to believe authorities and experts know what's best.

But we're fickle. We may hear, we may comply, and play the part, but many of us today find ways to be our authentic selves. Sometimes we are accepted for being different, but often we are encouraged to fit into a group. Our boundaries are useful here; we can be open to ideas – even when they are delivered by a powerful persuader, but then we can stop...and think! We can 'hear them' and then – if we wish – we can defend our perspective, our ideas, our choices.

Influencers only have the power that we give them.

"Between stimulus and response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom."

- Viktor Frankl

"No one can make you feel inferior without your consent."

- Eleanor Roosevelt

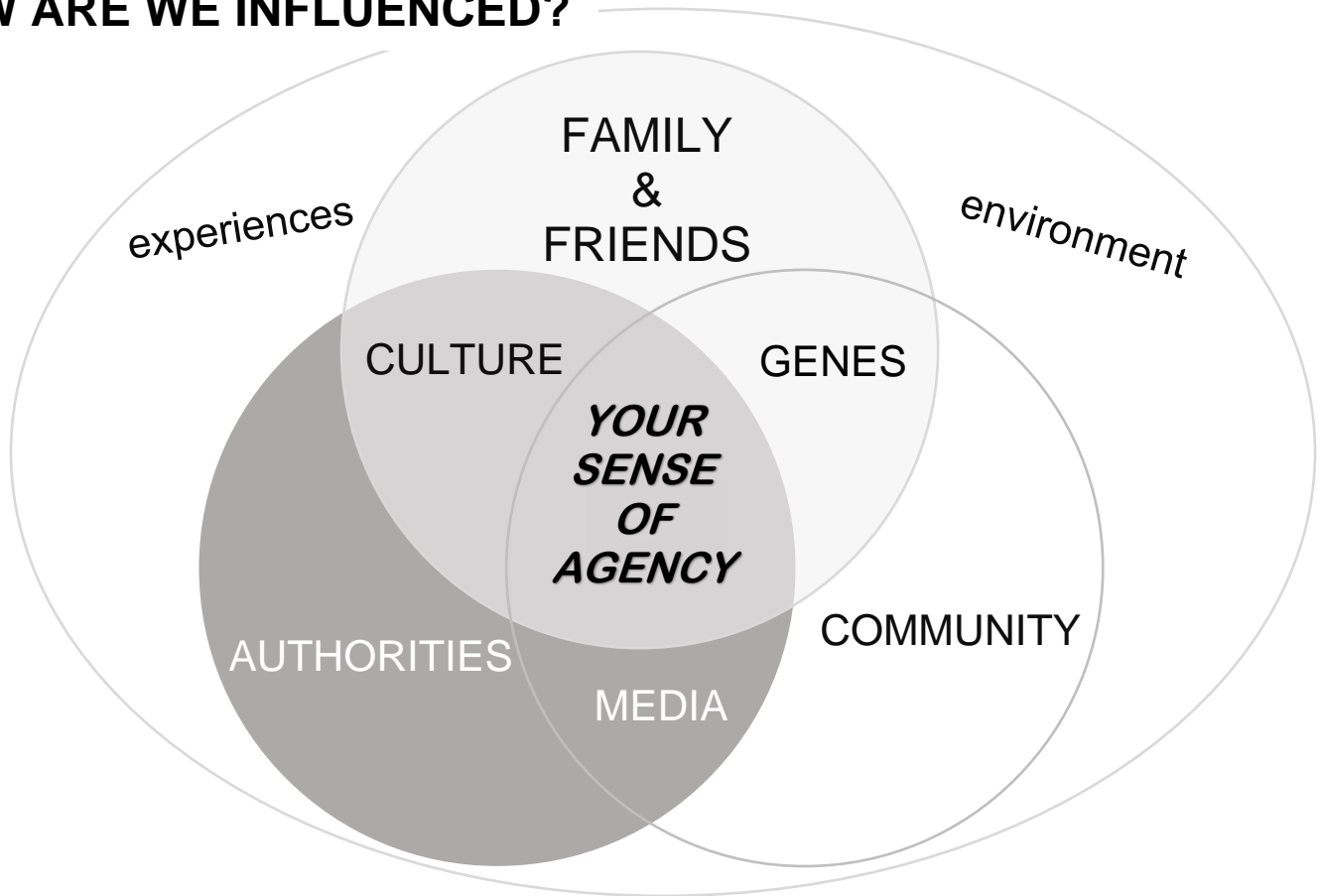
Shortcuts to Remember Cialdini's Principles of Influence (formerly 6, now 7!)

1. **Reciprocity:** We feel obligated to return favors. For instance, if a sales person gives us something, we are more likely to say 'yes' to them.
2. **Scarcity:** We value things more if they seem scarce: this includes objects, information, food and opportunities.
3. **Authority:** We believe what experts say (the experts that we believe are 'trustworthy and credible').
4. **Commitment & Consistency:** People want to be consistent with what we've said or done in public.
We are most likely to do what is consistent with what we've done in the past.
5. **Social Proof:** We trust the power of the crowd and like to be associated with popular things.
6. **Likability:** We like those who are like us. We say yes to people that we like by how they act or how they look.
We are also more likely to say yes to people when we have things in common with them, receive complements from them, or share a cooperative endeavor with them.
7. **Unity:** What people have in common. "Inclusion fitness." Increased oneness and shared aspects of identity which reduces 'otherness' (Sue: one way to interpret our ubuntu nature ~ :)

Based on Robert Cialdini's **Influence: The Psychology of Persuasion - New and Expanded** (2021)

For more information on this topic, see Resisting Influence on page **xx**.

HOW ARE WE INFLUENCED?



YOUR SENSE OF AGENCY and FEELINGS OF SELF-EFFICACY

Your belief in your ability to control your destiny. This includes creating and maintaining clear boundaries.

FAMILY & FRIENDS: Love and acceptance are influential. Alongside these important feelings, we may also feel a great deal of pressure to conform to the group, including traditions.

CULTURE: What society accepts as 'normal', status, roles: examples can include parenthood, age, physical abilities, gender, race, religion, character, employment, etc., and stuff: money, bling, cars, clothes, et al.

GENES: Clearly they influence us, but how much? And can we still write a new script for ourselves?

AUTHORITIES: Can include family and friends, teachers/classroom settings, employers, legal agents (lawyers, police, judges, elected and appointed politicians), and – recently – entertainers can fall into this category!

MEDIA: All forms of video: movies, news, commercials, games, All forms of audio: music, podcasts, advertising, talk radio, All forms of print: newspapers, magazines, books, ads and All social media.

COMMUNITY: Norms, language, 'word of mouth' information sharing, power of the group.

Dr. Zimbardo's Hints About Resisting Unwanted Influences On You

1. Let go of illusions of 'personal invulnerability'.
2. Engage in life and think critically!
3. Be aware of Cialdini's principles. Look for attempts to persuade you.
4. Be okay with saying: 'I was wrong' and 'I've changed my mind.'

5. Separate your ego from your actions; laugh at yourself each day.
6. Be aware of wanting simple answers or short cuts!
7. Develop and learn to understand the vague feelings called intuition.
8. Play devil's advocate!

9. Think hard.
10. Reflect on when, where and why we have rules.
11. Insist on a second opinion
12. Consider possible situational forces before judging behavior as 'character'.

Resisting Influence

This is a shortened version of the original which was prepared by Dr. Philip Zimbardo and Cindy X. Wang
You can view the full Resisting Influence Guide here: <http://www.lucifereffect.com/guide.htm>

Our daily lives are wrought with compelling social tensions. Many of us hope that we are immune to compliance tactics, have the courage to resist unjust authority, and would never abandon our core beliefs and principles in the face of social pressures.

This document was created for learning how unwanted and unjust influence can impact your daily life and to better equip you to resist these forces. By understanding the contexts of influence and social compliance, we hope you will be able to identify the principles and strategies that professional agents of influence may use to gain your compliance.

We will look at frameworks to understand social influence and identify how you can apply these ideas to your own life, we will discuss ways to utilize your new understanding of the principles of social influence for positive social change, and finally we provide hints from Dr. Z on how to resist unwanted influences.

Varieties of Influence

We listen to a debate with each side presenting seemingly compelling reasons to endorse one or another point of view. We get messages from advertisers, from the government, from assorted authorities to take particular actions, like buy a product, vote for a candidate, give blood, avoid impending disasters, and more. Such attempts to influence our attitudes, values or actions are considered forms of persuasive communication. **"Do as I say,"** is the persuasive motto.

Other times the influence comes not dressed up in words in persuasive messages or visually appealing ads, but simply when the members of a group you are in, or want to belong to, act in a particular way. They don't have to tell you what to do; they simply exhibit the behavior or the style of action that is expected of "good team members." That form of social influence is known as conformity. **"Do as we do,"** is the conformity motto.

Go along with the majority and be accepted. Refuse to dress as they do, talk like they do, value what they value, or act in ways that are the accepted social norm for this group, and you are rejected, isolated, expelled, ridiculed. The power of groups in our lives to influence our thoughts and actions can be enormous, especially when we desperately want to be accepted by the group. But you don't need a group to put pressure on you to act as they expect you to do; in fact, much social influence comes from a singular source - another person.

Compliance is a form of influence in which direct pressure is put on individuals to take some specific action, such as doing a favor or buying a product. The influence agent doesn't want to change your mind, only to get you to act on his or her request. Sometimes the request is pro-social, like donating blood, but more often than not, the request is to get people to purchase products that they might not need or even want initially.

All of these sources of social influence are external; they are imposed from the outside of you through influence agents (people who work hard to convince you to think a certain way).

One of the most powerful forms of influence is self-persuasion, which encourages individuals to engage in personal thought and decision processes. One tactic for inducing self-persuasion comes from role-playing positions that are contrary to one's beliefs and values. When we engage in public behavior that does not follow from our personal beliefs, cognitive dissonance is created. To the extent that we come to believe we made that commitment freely, without (awareness of) external situational pressures, we rationalize it and convince ourselves that it was the right action and the right position to hold.

What can you do to weaken or counter each of these varieties of social influence? Knowledge of how these influence settings work and what you can do to resist them is the first step in becoming a wiser consumer of social influence. You have to be continually vigilant and continually put into operation these resistance tactics for you to inoculate yourself against their insidious power.

How We Are Persuaded

Communicators are most effective if they are perceived as Credible, meaning they have both expertise relevant to their message and are trustworthy - honest, and unbiased.

Communications come in many forms: some rational, some hit at our emotions, some inform us of the action we should take, and others leave the action hidden. Some messages are simple, others complicated, some lead with the request, others build up to it. Ideally, we need to process communications systematically, that means taking the time to figure out what is being requested, what evidence is being presented, and how contrary views are dealt with. Too often, we take short cuts and process the information only peripherally: too focused on the packaging and not the product. We may give excessive value to the speaker's tone of voice, or his or her good looks; and too little to what they are actually hawking. Always try to figure out who the message is intended for and what action are they requesting.

Why We Conform: The Power of Groups

Whenever we change our behavior, views, and attitudes in response to the real or imagined presence of others, we are experiencing conformity. Two main types of conformity have been studied: *informational* and *normative*. **Informative conformity** often occurs in unfamiliar situations when we are likely to shape our behavior to match that of others. The actions of others inform us of the customs and accepted practices in a situation: what is right to do, how to behave.

Normative conformity occurs when we want to be liked or approved of by the group. This is the dominant form of social conformity. Though we may disagree secretly with the group opinion, we may verbally adopt the group stance so that we seem like a team player rather than a deviant.

Both of these pressures impact us everyday. A staple of a functioning society is that people follow social norms such as obeying traffic laws, respecting others' property, and diffusing aggression in non-violent ways. However, conformity can have deleterious effects if one conforms automatically without questioning of the validity of social norms. In Nazi Germany, many ordinary people did not dissent to the ongoing atrocities because few other people resisted.

In our daily decisions, we should also examine whether our reasons justify our actions. In an unfamiliar situation, first ask yourself whether the actions you observe others performing are rational, warranted, and consistent with your own principles before thoughtlessly and automatically adopting them.

Similarly, in a situation in which you want to impress and be accepted by others, ask yourself whether the action conflicts with your moral code, and consider whether you would be willing to compromise your own opinion of yourself just so others would have a higher one of you. Ultimately, you are the only one who has to live with your actions. Be sure to take a time out to find out the correct information.

Cialdini's Principles of Social Influence

Having begun to understand the strength of social influence, we now move on to the principles of influence studied by social psychologist Robert Cialdini; a renowned social psychologist that has done extensive research on the domains in which social influence is most powerful. The following principles play on fundamental human instincts and can be exploited both intentionally and unintentionally.

Many of these may seem like obvious tactics that advertisers and influence agents will utilize to sway our opinion. However, when we are not prepared to scrutinize and resist them, these principles will often work subliminally and quite powerfully. An important part of resisting these influence tactics is awareness of their operating principles, contexts in which they are provoked, and methods to avoid falling prey to them.

We hope that by learning about these principles of persuasion, you will be better able to recognize the situations you are in that may lead to act against your will and then to have the tools to resist unwanted social influence. There are six basic principles, and each one is set in a specific Context. When you are aware of the Context, or the behavioral Setting, you will better recognize the principal at work, when you see the principal operating, you will understand the Context in which it is embedded

Reciprocity [Context: Obligation]

The rule of reciprocity requires that one person try to repay, in kind, what another person has provided. Supports the giving of favors since repayment is expected from the recipient

The Basics

- Sense of future obligation makes it possible to develop continuing relationships and exchanges
- We are trained from childhood to abide by the reciprocity rule or suffer social disapproval

How It's Exploited

- Rule can spur unequal exchanges
- "Door-in-the-face" – relies on persuader making an outrageous, extreme request first, then conceding to a comparatively small request (one desired all along) that will likely be accepted because it appears to make a concession

Best Defense

Reject initial offers, favors, concessions; redefine them as tricks and refuse to feel obligated to respond reciprocally

Consistency [Context: Commitments]

The Basics

- People desire to look consistent within their words, beliefs, attitudes, and deeds
- Consistent conduct provides a beneficial approach to daily life and is highly valued by society
- Shortcut through complex decision-making reduces processing time in future decisions

How It's Exploited

- Profiteers exploit the principle by inducing people to make an initial commitment, take a stand or position that is consistent with requests that they will later ask of them
- Commitments are most effective when they are active, public, effortful, and internally motivated.
- If they are successful, abiding by this rule may lead to actions contrary to one's best interests

Best Defense

- Do not be pressured into accepting requests that you do not want to perform.
- Be sensitive to situational variables operating on your decision

Social Proof [Context: Consensus]

The Basics

- A means to determine what is correct by finding out what other people think is correct
- Principle can be used to stimulate a person's compliance by informing the individual that many other individuals have been complying (compliance by famous or authoritative people is very effective)
- A shortcut for determining how to behave – while making us vulnerable to persuasion experts
- Most influential under two conditions:
 - Uncertainty – situation is ambiguous; more likely to accept the actions of others as correct
 - Similarity – people are inclined to follow the lead of similar others

How It's Exploited

- The Bandwagon effect – everyone who is anyone is doing it, why not YOU?
- The "In Crowd" has it right, do you want them to accept you or not? So act like them

Best Defense

- Develop counterarguments for what people are doing; their actions should not form yours
- Be aware that the others may have a biased reason for the action they are advocating
- Be aware that the others may be misinformed
- Remember the entire group might be wrong-headed because the leader has biased their opinions

Liking [Context: Friendship]

The Basics

- People prefer to say “yes” to individuals they know and like
- We want people to like us and we like those who show that they like us

How It's Exploited

- Persuasion experts manipulate factors that influence their likeability.
- Features that influence liking:
 - Physical attractiveness – attractive people are more successful in getting requests granted
 - Similarity – we like people who are like us; we more willing to say “yes” without thinking
 - Praise – compliments generally enhance liking and compliance
 - Familiarity – repeated contact with a person or thing normally facilitates liking
 - Association – making connections to positive things
 - Shadowing - persuader exhibits behaviors that match those of the target individual

Best Defense

- Developing a special sensitivity to suspicious and undue liking from the requester
- Separate the requester from the request, and make decisions based solely on the merits of the offer – not your feelings about the requester.

Scarcity [Context: Competition]

The Basics

- People assign more value to opportunities when they are less available—if there are fewer resources and less time to get them, we want them more
- Principle holds true for two reasons:
 - Things that are difficult to attain are typically more valuable
 - As things become less accessible, we lose freedoms and want them more than before
- Optimizing conditions for scarcity principle:
 - Value newly scarce items more than items that have been restricted all along
 - Most attracted to scarce resources when we must compete with others for them

How It's Exploited

- Use of this principle can be seen in compliance techniques as ‘limited number’ and ‘deadline’ tactics

Best Defense

- Step back and assess the merits of the opportunity, the value of the item, and why/if we want it
- Give an objective evaluation of its personal value; not overvalue it because it appears to be scarce

The Science of Social Influence – Anthony Pratkanis

Anthony Pratkanis has meticulously studied social influence tactics and classified numerous methods that humans utilize to manipulate and change the attitudes and beliefs of others.

Landscaping (Pre-persuasion tactics)

The following methods are some of the ways influence agents can have contexts working for them even before you know you're being influenced.

- | | |
|---|--|
| 1. Define and label issue in a favorable manner | 5. Establish a favorable comparison point or set |
| 2. Association | 6. Control the flow of information |
| 3. Set expectations | 7. Limit and control the number of choices and |
| 4. Agenda setting | options |

Tactics that rely on social relationship (Social credibility and social rules)

One of the most important elements of convincing arguments is a reputable source. We are constantly bombarded by commercials that report experts such as dentists support a brand of toothpaste or professional athletes eat certain breakfast cereals. These tactics are surprisingly effective! By utilizing the following traits and characteristics, people can play on social relationships in order to persuade.

Tactics that rely on social relationship (continued)

1. Authority
2. Attractiveness
3. High Status
4. Similarity – “just plain folks like you”
5. Role-play
6. Social modeling
7. Social reinforcement
8. Multiple sources
9. Arguing against one’s own self-interest
10. Draw on well-being of friends and family

Effective message tactics

Effective communication depends on the strength and logic of the message. Here, we cite a few examples of how messages can induce the target to generate reasons for adopting recommended action:

1. Self-generated persuasion – give the target a chance to persuade themselves
2. Vivid appeals – emotionally interesting or compelling
3. Let the message recipient draw his or her conclusion
4. Rhetorical questions
5. Pique interest in message
6. Message fit with pre-existing beliefs, experiences, knowledge
7. Placebic reasons – arguments that appear to make sense but actually lack information
8. Defusing objections – acknowledging objections and refuting them before a target can raise them
9. Asking for small contributions initially
10. Message length = message strength
11. Repetition of message
12. Primacy effect – order of presentation

Emotional tactics

Emotions are often thought to infringe on our rationality and better judgment. Pratkanis presents this set of emotional tactics that take advantage of our subjective feelings, arousal, and tensions as the basis for securing influence.

1. Fear
2. Guilt
3. Embarrassment
4. Threat of insult
5. Flattery
6. Empathy
7. Reciprocity
8. That’s not all – sweetening the deal
9. Commitment trap
10. Low-balling
11. Bait-and-switch
12. Scarcity
13. Anticipatory regret
14. Door-in-face – ask for a large favor, retreat and ask for a much smaller favor
15. Foot-in-the-door – ask a small request than ask for a larger request

Defensive and Offensive Tactics for Resisting Influence

Defensive – learn how to detect propaganda

1. Play devil’s advocate
2. Generate questions to ask

Offensive – steps that will identify common propaganda forms and stop them at their source

1. Know the ways of persuasion and know that you personally may be the victim of propaganda
 - o Distinguish source credibility
 - o Realize your level of personal vulnerability
2. Monitor your emotions
 - o If you’re having an emotional response to a communication, ask yourself why
 - o Look for things that induce false emotions of fear, guilt, reciprocity
3. Explore the motivation and credibility of the source: what does the source have to gain and is it an overly manufactured image?
4. Think rationally about any proposal or issue: What is the issue? Arguments for and against?

Defensive and Offensive Tactics for Resisting Influence (continued)

5. Attempt to understand the full range of options before making a decision; relate to your values.
6. If you hear something repeatedly, ask why it is being repeated.
7. If the deal looks too good to be true, it probably is such as free gifts and time-sensitive offers.
8. Develop counterarguments to propaganda and compare performance with advertising.
9. Support efforts to prevent vulnerable groups against exploitative persuasion.
10. Avoid being dependent on a single source of information.
11. Separate news from entertainment (FS note: The 'news' often consists of entertainment 'news'.)
12. Use 'communication style' as one criteria in making decisions and judgments.
13. Increase your personal involvement, knowledge, and awareness in important issues; take some time to find out more on your own.

Positive Social Influence and Civic Virtue

While most psychological research is focused on the negative aspects of social influence, principles of social influence can be used for good, to enhance basic social and political values. Making sensible adjustments and achievable objectives can help us reach goals that improve on our lives and those near us. Moral behavior can be cultivated by rewarding positive behavior. Government, education, and social institutions can be re-designed to facilitate critical thinking and responsible conduct. The following highlights some ideas that we can bring into our own lives and those of our children.

1. Supporting critical thinking abilities. Asking Why? How does this relate to my values? Resist living on mindless "auto-pilot" and instead reflect on details of the immediate situation; think before acting!
2. Rewarding moral behavior: Social recognition for good deeds; acknowledge bravery.
3. Encouraging respect and appreciation for diversity and human variability reduces biases and discrimination.
4. Not allowing stereotyping and dehumanization of other people.
5. Changing social conditions that make people feel anonymous; support conditions that encourage people to feel valuable, special and worthy.
6. Encouraging admission of mistakes, accepting error in judgments – to reduce justification for continuing wrong, immoral behavior and motivation to minimize dissonance.
7. Promoting personal responsibility and accountability of one's actions. Blaming others is a disguise for one's own role in the consequences of actions.
8. Supporting independence over group conformity; recognize when conformity to the group norm is counter-productive and when independence should take precedence despite possible rejection.
9. Reducing poverty, inequities, and entitlements of the privileged.
10. Never sacrificing freedom for promised security.
11. Discouraging even small transgressions: cheating, gossiping, lying, teasing, bullying.

Dr. Z's Hints About Resisting Unwanted Influences On You

1. Let go of illusions of "personal invulnerability". If it can happen to them, it can happen to you.
2. Be modest in self-estimates – it's better to perceive yourself as vulnerable and take precautions.
3. Engage in life as fully as possible, yet be prepared to disengage and think critically when necessary.
4. Be aware of Cialdini's contexts and principles of compliance; look to the relevant context being manipulated on you and pull back.
5. Be ready to say the three most difficult phrases in the world: *"I was wrong"*, *"I made a mistake"*, and *"I've changed my mind."* Dissonance and consistency go limp in the face of self-honesty.
6. Separate your ego from your actions; maintain a sense of positive self-esteem, that is independent from the occasional failure and your stupid actions at times (Laugh at yourself once a day.)
7. Separate the messenger from message in your mind, be aware of mental fatigue, wanting simple answers or short cuts, and giving in to non-verbal tricks. There are no free lunches and no quick paths to anything worthwhile – sloth and greed breed gullibility.
8. Insist on a second opinion; think about opportunities, contracts, proposals and requests for commitments away from the situation; never immediately sign on the dotted line.

9. Develop mental and intuition systems that acknowledge your vague feelings of something wrong.
10. Try playing devil's advocate; be the deviant in a positive way! Assess the reactions against you when the influence agent says he/she is only doing this for your good.
11. In all authority confrontations: be polite, individuate yourself, describe the problem objectively, do not get emotional, state clearly the remedy sought, and the positive consequences expected.
12. Never allow yourself to be cut off emotionally from your familiar and trusted reference groups of family, friends, neighbors, co-workers – do not accept putdowns against them.
13. Remember all ideologies are abstractions used for particular political, religious, social, economic purposes – always relate these to your values and question if the means justify the ends.
14. Think hard before putting abstract principles before real people in following others' advice to act in specific ways.
15. Trust your intuition and gut feelings. When you sense you are becoming a target of influence, put up your counter-arguing mentality and dig down for sources of resistance.
16. Rules are abstractions for controlling behavior and eliciting compliance and conformity - consider when, where and why we have rules. Ask: who made the rule? What purpose does it serve? Who maintains it? Does it make sense in this specific situation? What happens if it is violated?
17. When trying to figure out reasons for unusual behavior - yours or others - start by considering possible situational forces and variables vs. judging the behavior as "character".
18. Imagine Dr. Z as your conscience, your personal Jiminy Cricket (from Pinocchio) sitting on your shoulder and saying be cool, be confident, be collected - to avoid becoming a Jack Ass.

A Ten-Step Program to Build Resistance and Resilience

Here is my 10-step program toward resisting the impact of undesirable social influences, and at the same time promoting personal resilience and civic virtue. It uses ideas that cut across various influence strategies and provides simple, effective modes of dealing with them. The key to resistance lies in development of the three S's-- **Self-Awareness, Situational Sensitivity, and Street Smarts**. You will see how they are central to many of these general strategies of resistance.

"I made a mistake!"

Let's start out by encouraging admission of our mistakes, first to ourselves then to others. Accept the dictum that to err is human. You have made an error in judgment; your decision was wrong. You had every reason to believe it was right when you made it, but now you know you were wrong. Say the six Magic words: "I'm sorry"; "I apologize"; "Forgive me." Say to yourself that you will learn from your mistakes; grow better from them. Don't continue to put your money, time, and resources into bad investments. Move on. Doing so openly reduces the need to justify or rationalize our mistakes, and thereby to continue to give support to bad or immoral actions.

Consider how many years the Vietnam War continued long after officials knew that the war could not be won. How many thousands of lives were lost, when acknowledging failure and error could have saved them? It is more than a political decision to 'save face' - it is a moral imperative to do the right thing.

"I am mindful."

In many settings smart people do dumb things because they fail to attend to key features in the words or actions of influence agents and fail to notice obvious situational clues. Too often we function on automatic pilot, using outworn scripts that have worked for us in the past, never stopping to evaluate whether they are appropriate in the here and now. We need to be reminded not to live our

lives on automatic pilot, but always to take a Zen moment to reflect on the meaning of the immediate situation, to think before acting. For the best result add "critical thinking" to mindfulness in your resistance. Ask for evidence to support assertions; demand that ideologies be sufficiently elaborated to allow you to separate rhetoric from substance. Imagine scenarios of future consequences of current practices. Reject simple solutions as quick fixes for complex personal or social problems. Support critical thinking and become vigilant about deceptive ads, biased claims, and distorted perspectives. Become wiser and warier knowledge consumers.

"I am responsible."

Taking responsibility for one's decisions and actions puts the actor in the driver's seat, for better or for worse. Allowing others to determine our actions or opinions makes them powerful back-seat drivers, and makes the car move recklessly ahead without a responsible driver. We become more resistant to undesirable social influence by always maintaining a sense of personal responsibility and by being willing to be held accountable for our actions. Always imagine a future time when today's deed will be on trial and the judge and jury will not accept your pleas of 'only following orders', or 'everyone else was doing it'.

"I am Me, the best I can be."

Do not allow others to deindividuate you, to put you into a category, in a box, a slot, to turn you into an object. Assert your individuality; politely state your name and your credentials, loud and clear. Insist on the same behavior in others. Make eye contact (remove all eye-concealing sun glasses), and offer information about yourself that reinforces your unique identity. Find common ground with dominant others and use it to enhance similarities. Anonymity and secrecy conceals wrongdoing and undermines the human connection. It can become the breeding ground that generates dehumanization. Go a step beyond self-individuation. Work to change whatever social conditions make people feel anonymous. Instead, support practices that make others feel special, so that they too have a sense of personal value and self worth. Never allow or practice negative stereotyping—words and labels can be destructive.

"I respect just authority; I question unjust authority."

In every situation, work to distinguish between those in authority who, because of their expertise, wisdom, seniority, or special status, deserve respect, and those unjust authority figures who demand our obedience without having any substance. Many who assume the mantle of authority are pseudo-leaders, false prophets, confidence men and women, self-promoters, who should not be respected, but rather openly exposed to critical evaluation. We must play more active roles in critical differentiation. We should be polite and courteous when such a stance is justified, yet be wise by resisting those authorities that do not deserve respect. Doing so, will reduce mindless obedience to self-proclaimed authorities whose priorities are not in our best interests.

"I will balance my Time Perspective."

We can be led to do things that are not within our values when we allow ourselves to become trapped in an expanded present moment. By developing a balanced time perspective in which past, present and future can be called into action depending on the situation and task at hand, you are in a better position to act responsibly and wisely. Situational power is weakened when past and future combine to contain the excesses of the present.

"I can oppose unjust Systems."

Individuals falter in the face of the intensity of some systems and resistance may involve physically removing one's self from a situation in which all information and reward/ punishments are controlled. It may involve challenging the "groupthink" mentality, and being able to document all allegations of wrongdoing. Systems have enormous power to resist change and withstand even righteous assault. Here is one place where individual acts of heroism to challenge unjust systems, and their bad barrel makers, are best taken by soliciting others to join one's cause.

"I will not sacrifice personal or civic freedoms for the illusion of security."

The need for security is a powerful determinant of human behavior. We can be manipulated into engaging in actions that are alien to us when faced with alleged threats to our security or the promise of security from danger. More often than not, influence peddlers gain power over us by offering the Faustian contract: You will be safe from harm if you will just surrender some of your freedom, either personal or civic, to that authority. Reject that deal. Never sacrifice basic personal freedoms for the promise of security because the sacrifices are real and immediate and the security is a distant illusion.

"I want group acceptance, but value independence."

The power of the desire for acceptance will make some people do almost anything to be accepted, and go to even further extremes to avoid rejection by The Group. We are indeed social animals, and usually our social connections benefit us and help us to achieve important goals that we could not achieve alone. However, there are times when conformity to a group norm is counter-productive to the social good. It is imperative to determine when to follow the norm and when to reject it. Ultimately, we live within our own minds, in solitary splendor, and therefore we must be willing and ready to declare our independence regardless of the social rejection it may elicit. Pressure to be a "team player," to sacrifice personal morality for the good of the team, are nearly irresistible. We must step back, get outside opinions, and find new groups that will support our independence and promote our values. There will always be another, different, better group for us.

"I will be more Frame Vigilant."

The way issues are framed influence us without our being conscious of them, and they shape our orientation toward the ideas or issues they promote. We desire things that are framed as being "scarce," even when they are plentiful. We are averse to things that are framed as potential losses, and prefer what is presented to us as a gain, even when the ratio of positive to negative prognoses is the same. We don't want a 40% chance of losing X over Y, but do want the 60% chance of gaining Y over X. Linguist George Lakoff clearly shows in his writings that it is crucial to be aware of frame power and to be vigilant to offset its insidious influence on our emotions, thoughts, and votes.

This 10-step program is really only a starter kit toward building resistance and resilience against undesirable influences and illegitimate attempts at persuasion. It takes your awareness and sensitivity to such influence settings, and a willingness to think for yourself, as you practice being independent and as autonomous as is possible.

Advocacy - Justice Involved Organizations

Prisoner Visitation and Support (PVS) is a volunteer visitation program to Federal and Military prisoners throughout the United States.

1501 Cherry St
Philadelphia PA 19102
Phone: (215) 241-7117
PVS@afsc.org

<http://www.prisonervisitation.org/>

Advocacy - Justice Involved Organizations

Are you facing a legal issue, or just looking for more information about a specific legal topic? FindLaw's Learn About the Law section is the perfect starting point. Learn About the Law features informational articles about a wide variety of legal topics, as well as specific information about subjects such as how to hire an attorney and understanding your state's unique laws.
<http://www.findlaw.com/>

Citizenship - Birth Certificate

P.O. Box 210
Jacksonville, FL 32231-0042
(904) 359-6900, ext. 9000
Accurate records dating back 100 years; limited births were recorded between 1850 and 1917.

<https://www.floridahealth.gov/certificates/certificates/birth/index.html>

Citizenship - Consumer Services

The Consumer Services Guide is searchable directory of resources which can help you with consumer problems and questions. This link directs you to the Categories page, where you can search topics to find national, state and local resources.
<http://www.consumerservicesguide.org/resources/national/browse/category/>

Citizenship - Consumer Services

Find your local office, or find answers to your questions online.
<http://www.freshfromflorida.com/Divisions-Offices/Consumer-Services>

Citizenship - Consumer Services

Toll-Free Consumer Hotline: 800-638-2772 (TTY 800-638-8270) 8 a.m. - 5.30. p.m. ET
CPSC is committed to protecting consumers and families from products that pose a fire, electrical, chemical, or mechanical health hazard.
<http://www.cpsc.gov/>

Citizenship - Legal Assistance

Advocacy for prisoners and victims of housing discrimination
3750 Miami Tower, 100 S.E. Second Street
Miami, FL 33131
305-358-2081
<http://www.floridajusticeinstitute.org/>

Citizenship - Legal Assistance

Miami Beach Domestic Violence Unit
123 NW First Avenue
Miami, FL 33128
(305) 579-5733

Advocacy - Justice Involved Organizations

122 Commerce Street
Montgomery, AL 36104
(334) 269-1803

EJI is committed to ending mass incarceration and excessive punishment in the U.S., challenging racial and economic injustice, and protecting basic human rights for the most vulnerable people in American society. EJI is working to end our misguided reliance on over-incarceration.
<https://eji.org/criminal-justice-reform/>

Citizenship - Birth Certificate

Riverside House
968 N.W. 2nd Street
Miami, Florida 33128
Phone 305.545.0926
<http://riverside-house.org/>

Citizenship - Birth Certificate

We work directly with hundreds of government agencies nationwide to provide consumers with the ability to securely order their vital records online. Government agencies across the nation trust VitalChek to handle your vital record orders, and you can too.
https://www.vitalchek.com/order_main.aspx?eventtype=birth

Citizenship - Consumer Services

Consumer advice, including what to do if you were scammed.
<http://www.consumer.ftc.gov/>

Citizenship - Consumer Services

NACAs mission is to promote justice for all consumers. We provide a forum for communication, education, networking, and information-sharing among consumer advocates across the country. We also serve as a voice for consumers in the ongoing struggle to curb unfair or abusive business practices that harm consumers. The National Association of Consumer Advocates (NACA) is a nonprofit association of more than 1,500 attorneys and consumer advocates committed to representing consumers interests.
<http://www.consumeradvocates.org/>

Citizenship - Department of Motor Vehicles

Driver Licenses & ID Cards
<https://www.flhsmv.gov/driver-licenses-id-cards/>

Citizenship - Legal Assistance

123 N.W. 1st Avenue
Miami, FL 33128
(305) 579-5733
<https://www.dadecountybar.org/>

Citizenship - Legal Assistance

LSC Funded
3000 Biscayne Boulevard, Suite 500
Miami, FL 33137
(305) 576-0080
<http://www.lsgmi.org>

Citizenship - Legal Assistance

LSC Funded
11285 SW 211 Street, Suite 302

<https://www.dadecountybar.org/>

Citizenship - Legal Assistance

LSC Funded
11285 SW 211 Street, # 302
Miami, FL 33189
(305) 576-0080
<http://www.lsgmi.org>

Citizenship - Legal Assistance

The ACLU has an affiliate in every state and Puerto Rico. Affiliates handle requests for legal assistance, lobby the state legislatures and host public forums throughout the year. Find your local affiliate by visiting their website.
<https://www.aclu.org/affiliates>

Citizenship - Legal Assistance

Florida Justice Institute, Inc.
4320 Bank of America Tower
100 Southeast Second Street
Miami, FL 33131
Phone: (305) 358-2081
Contact: Randall C. Berg, Jr.
Email: rcberg@floridajusticeinstitute.org
Handles civil-rights cases of conditions in prisons and jails; provides referrals; advocates and lobbies on behalf of prisoners.

Citizenship - Protection from Discrimination

The ACLU works in courts, legislatures, and communities to defend and preserve the individual rights and liberties that the Constitution and the laws of the United States guarantee everyone in this country.
<https://www.aclu.org/issues/smart-justice/re-entry>

Citizenship - Voting Rights

ACLU Voting Rights and Restrictions

<https://www.aclu.org/issues/voting-rights/voter-registration/felony-disenfranchisement-laws-map?redirect=maps/map-state-criminal-disfranchisement-laws>

Clothing - Interview and Career Clothing

The mission of Dress for Success is to empower women to achieve economic independence by providing a network of support, professional attire, and the development tools to help women thrive in work and in life.
<https://dressforsuccess.org/affiliate-list/>

Education - Free Audio Books

Free public domain audiobooks. LibriVox has a huge selection of free audiobooks that are recordings of volunteers who have read chapters from books that are in the public domain.
<https://librivox.org/>

Education - Higher Education

A university that works for you. Our 100% online, tuition-free degree programs are designed to fit your life.
Programs: Business Administration, Computer Science, Health Science, Education, Associate Degree, Bachelor Degree, Master Degree

<https://www.uopeople.edu/>

Cutler Bay, FL 33189
877-715-7464
<http://www.lsgmi.org>

Citizenship - Legal Assistance

Handles litigation on constitutional issues, including prison conditions and treatment, on a limited basis. In correspondence, put "Legal Request" in Address Line 1.
ACLU of Florida
4500 Biscayne Boulevard, Suite 340
Miami, FL 33137
Phone: (786) 363-2700
Fax: (305) 576-1106
<https://aclufl.org/>

Citizenship - Protection from Discrimination

National Headquarters
4805 Mt. Hope Drive
Baltimore, MD 21215
(877) NAACP-98 (toll free)
(410) 580-5777 (local)
Works to eliminate disparate treatment in all aspects of law enforcement and criminal-justice systems, including capricious racial profiling practices. Works to ensure fair and equitable trials and sentences. Works to ensure felony re-entry. Promotes a moratorium on the death penalty. The NAACP has offices in all 50 states, including Washington, DC. Please see their website for information on your local office.
<http://www.naacp.org/>

Citizenship - Social Security Card

Getting a replacement Social Security number (SSN) card has never been easier. As long as you're only requesting a replacement card, and no other changes, you can use our free online services from anywhere.

<https://www.ssa.gov/myaccount/replacement-card.html>

Clothing - Interview and Career Clothing

c/o Dress for Success Miami and Suited For Success
and Success Center at the Historic Dorsey House in Overtown
250 NW 9th Street
Miami, FL 33136
(305) 444-1944 x: 301
sj@suitedforsuccess.org
Contact: Sonia Jacobson, Executive Director
<http://www.careergear.org/programs/job-readiness-program/>

Computers and Technology - Equipment Internet and Training

Everyone On helps unlock social and economic opportunity by connecting low-income people to affordable internet service and computers, and delivering digital skills trainings. Find Low-Cost Internet Service, Computers and Free Training in Your Area!
<https://www.everyoneon.org/find-offers>

Education - Free Audio Books

Free cultural and educational media access.
<https://www.openculture.com/freeaudiobooks>

Employment - Employment Services

We are dedicated to helping you find your next career! The National Urban League is a historic civil rights organization dedicated to elevating the standard of living in historically underserved urban communities. Founded in 1910, the National Urban League spearheads the effort of its local affiliates through the development of programs, public policy research and advocacy.
<http://www.nuljobsnetwork.com/>

Employment - Employment Services

2240 NW 87th Avenue
Miami FL 33172
Phone: 305-592-5997
<http://www.selectstaffing.com/SelectStaffing/main.cfm?nlvl=1>

Employment - Job Training

Miami Riverside Center (MRC)
444 SW 2nd Ave
Miami, FL, 33130
Dial 311 or 305-468-5900

<https://www.miamigov.com/Community-Health/Assistance-Resources/Employment-Job-Resources>

Employment - Job Training

1550 Northwest 3 Avenue, Building C
Miami, FL 33136
Phone: (305) 571-2001
Intense Job Training Services
<https://www.transition-miami.org/programs>

Employment - Staffing Agency

Manpower is dedicated to enriching people's lives with meaningful employment and development opportunities, as we have done for more than 60 years.
<https://www.manpower.com/ManpowerUSA/home>

Employment - Workforce Development

All services can be found on the website.
<https://floridajobs.org/>

Family - Family Services

3620 NW 1st Ave
Miami, FL 33127
(305) 573-3333
Emergency Shelter for families with children

Family - Parenting

Call us at 855-427-2736 - English and Spanish 8 am - 8 pm Pacific Standard Time
We offer free emotional support through innovative, evidence-based programs proven to strengthen the empowerment journey of parents, children, youth, and communities.
Parents Anonymous is now a Free Evidence-Based family strengthening program for Parents or anyone in a parenting role, and Children and Youth, to address personal, psychological, peer, mental health, or substance abuse concerns.

<https://www.raisingfuture.org/>

Food - Food Pantry

WhyHunger Hotline: 866-348-6479

Education - Higher Education

Freshman Year for Free. Take tuition-free, high quality courses online from top institutions for college credit. Modern States Education Alliance is a non-profit dedicated to making a high quality college education free of cost and accessible to any person who seeks one. Its founding principle is that access to affordable education is fundamental to any philosophy that respects all individuals, and fundamental to the American dream. Modern States' initial program, Freshman Year for Free, is intended to let students earn up to one year of college credit without tuition or textbook expense. Modern States hopes to provide links for students to tutoring, mentoring and college advising groups as well.
https://modernstates.org/?gclid=EAlaQobChMIoO16uee9gIVl_3jBx34gQCHEAAYASAAEgKfRfD_BwE

Employment - Employment Services

CONNECT provides online access for claimants to apply for benefits, view and maintain claimant account information, view claim status and payments, view overpayment balance and make payments.
<http://www.floridajobs.org/job-seekers-community-services>

Employment - Employment Services

America Works includes work readiness training, vocational training, career placement, career advancement, and employment retention services. Our mission is to equip each individual who comes to our offices with the right tools so that they are able to provide for themselves and their loved ones. People find employment, and employers find talent! Due to the Coronavirus Pandemic, you must contact the office first before you can engage in in-person services. Click on the link above to find the location nearest to you.
<https://americaworks.com/virtual-contact-info/>

Employment - Job Training

3050 NW 183rd St
Miami Gardens, FL 33056-3536
800 733-JOBS 800 733-5627 877 889-5627 TTY
For young adults.

<https://miami.jobcorps.gov/train>

Employment - Staffing Agency

PeopleReady has re-imagined and simplified the path that connects people and work. Whether you need workers or you're looking for new job opportunities, we're ready to deliver results for you today.
<https://www.peopleready.com/>

Employment - Temporary Staffing Agency

7795 W. Flagler Street
Suite 42
Miami, FL 33144
305-299-5300
<http://www.pridestaff.com>

Family - Family Services

5607 NW 27th Avenue
Miami, FL 33142

Call, text or click on the link to their website to find food pantries, soup kitchens, summer meals sites, government nutrition programs and grassroots organizations.
<http://www.whyhunger.org/find-food>

Food - Food Pantry

Ample Harvest works to reduce food waste by connecting gardeners to their local food pantries so that excess garden bounty can be shared with those in need. Use the search tool to look for a local food pantry near you.
<https://ampleharvest.org/find-food/>

Food - Salvation Army

1907 NW 38th Street
Miami, FL 33142
(305) 637-6720
Homeless Shelter for men
<http://www.salvationarmyusa.org/>

Free - Free Phone

Assurance Wireless
P.O. Box 5040
Charleston, IL 61920-9907
1-888-321-5880
Assurance Wireless provides eligible consumers with free monthly data, unlimited texting, free monthly minutes plus a free Smartphone. Lifeline enrollment is available to individuals who qualify based on federal or state-specific eligibility criteria. Residents of homeless shelters, nursing homes and temporary addresses may also be eligible.
<https://www.assurancewireless.com/lifeline-service/what-lifeline>

Free - Free Stuff

We are a grassroots and entirely nonprofit movement of people who are giving and getting stuff for free in their own Towns. It's all about reuse and keeping good stuff out of landfills. Membership is free.
<https://www.freecycle.org/>

Health - Addiction Recovery

Little Havana Primary Care Center
1901 S.W. 1st. Street
Miami, Florida 33135
TEL: 305-571-353
<http://www.careresource.org/>

Health - Addiction Recovery

EMAIL: Info@dadefamilycounseling.com
HIALEAH OFFICE Phone: 305-827-3252
MIAMI GARDENS Phone: 305-621-6160
SOUTHWEST OFFICE Phone: 305-267-0205
<http://www.dadefamilycounseling.com/>

Health - Addiction Recovery

(305) 637-6400
5607 NW 27th Avenue
Miami, FL 33142
<http://www.fachc.org/center-info.php?id=85>

Health - Addiction Recovery

G&G Holistic Addiction Treatment Program is a nationally recognized drug and alcohol rehab and treatment center with a comprehensive and integrated Mind-Body-Spirit approach to the

County: Miami-Dade
Phone: (305) 805-1700

To schedule an appointment please contact us at (305) 637-6400. If you require additional information about JTCHC contact our Corporate office at (305) 805-1700.
<http://www.fachc.org/center-info.php?id=85>

Family - Family Support

On any given day, an estimated 2.7 million children in America have at least one parent in prison or jail. NRCCFI is the oldest and largest organization in the U.S. focused on children and families of the incarcerated and programs that serve them. Disseminating accurate and relevant information Guiding the development of family strengthening policy and practice Training, preparing, and inspiring those working in the field Including the families in defining the issues and designing solutions

<https://nrccfi.camden.rutgers.edu/>

Family - Parenting

1-855-427-2736
Weekdays: 10:00 am pst to 7:00 pm pst
The National Parent Helpline is here for you and is open to parents and caregivers of children and youth of all ages. They offer Resources, a Helpline and Printable Materials!
<https://www.nationalparenthelpline.org/find-support>

Food - Food Pantry

Find a food bank near you! The Feeding America nationwide network of food banks secures and distributes more than 3 billion meals each year. Contact your local community food bank to find food.
<http://www.feedingamerica.org/find-your-local-food-bank/>

Food - Food Pantry

Find local pantries, soup kitchens, food shelves, food banks and other food help.
<https://www.foodpantries.org/st/florida>

Food - Salvation Army

1907 NW 38th Street
Miami, FL 33142
(305) 637-6720
Homeless Shelter for men
<http://www.salvationarmyusa.org/>

Free - Free Stuff

We are a grassroots and entirely nonprofit movement of people who are giving and getting stuff for free in their own Towns. It's all about reuse and keeping good stuff out of landfills. Membership is free.
<https://www.freecycle.org/>

Health - Addiction Recovery

Better Way of Miami, Inc., a non-profit health care facility, has provided one of the most effective long term treatment programs in the southeast for those seeking a real answer to their drug and

treatment of addictions and co-occurring disorders.
(305) 945-8384
<http://holisticdrugrehab.com/>

Health - Addiction Recovery

Regis House is a non-profit, 501(c)(3), charitable, community-based organization with the mission to improve lives for a healthy community through mental health, family support and substance abuse services.
(305) 642-7600x210
2010 NW 7th Street, Miami
Florida 33125
<http://www.regishouse.org/>

Health - Addiction Recovery

The Village LIFE Project provides in-home/on-site family therapy to adolescents who exhibit moderate or severe substance abuse problems. Family Therapists provide individual and family therapy twice per week.
(305) 573-3784
The Village
3050 Biscayne Blvd.
9th Floor
Miami, FL. 33137
<http://www.villagesouth.com/life.html>

Health - Alcoholics Anonymous

There are over 118,000 Alcoholics Anonymous groups around the world. To find a local AA meeting today you can search by state, city, and day of the week. Can't find one close enough? Consider online AA meetings which offer the same wonder community from the comfort of your own home.
https://findrecovery.com/aa_meetings/

Health - Crisis Hotline

Domestic Violence Hotline 1-800-799-7233(SAFE)
StrongHearts Native Helpline 1-844-7NATIVE (1-844-762-8483)
Runaway Safeline 1-800-RUNAWAY / 1-800-786-2929
Human Trafficking Hotline 1-888-373-7888
Child Abuse Hotline - 1-800-4-A-CHILD (1-800-422-4453)
Substance Abuse Treatment - 1-800-662-HELP (4357)
Center for Missing and Exploited Children (NCMEC) Hotline - 800-8435678
Sexual Assault Telephone Hotline - 800-656-HOPE (4673)
Suicide Prevention Lifeline Hotline - 800-273-8255
<https://www.acf.hhs.gov/acf-hotlines-helplines>

Health - Free/Sliding Scale Clinic

1775 NW 65th Street
Miami, FL, 33142
305-694-2362
<http://www.fachc.org/center-info.php?id=85>

Health - Free/Sliding Scale Clinic

1009 N.W. fifth Ave.
Miami FL 33136
786-466-4100
<http://www.miamidade.gov/healthcare/health-centers.asp>

alcohol addictions.
(305) 634-3409x105
800 NW 28th Street
Miami, Florida 33127
<http://www.betterwaymiami.org/>

Health - Addiction Recovery

A liberal and compassionate in-patient substance abuse center. Our mission is to make the detoxification process comfortable for you!
(877) 933-3869
13550 Memorial Highway
North Miami, FL 33161
<http://www.summerhousedetoxcenter.com/>

Health - Addiction Recovery

RESOLUTION COUNSELING CENTER is a private comprehensive mental health center, specializing in helping individuals, couples, children, and families in maintaining wellness and finding their paths.
(305) 412-8440
Galloway Professional Park
7765 SW 87 Avenue, #104
Miami, FL 33173
<http://www.resolutioncounselingctr.com/index.html>

Health - Addiction Recovery

(305) 238-8500
Here's Help, Inc. (South Campus)
9016 SW 152nd St
Palmetto Bay, FL 33157
305.238.8500
providers of residential and outpatient substance abuse treatment, serving adolescents and young adults starting at the age of 13
<http://hereshelpinc.com/>

Health - Addiction Recovery

New Era Health Center provides a wide array of mental health services ranging from the intensive Partial Hospitalization to Monthly medication management and monitoring
(305) 559-8838
New Era Health Center, Inc.
9600 S.W. 8th Street, Suite 1
Miami, Florida 33174
<http://www.newerahealthcenter.com/contact.html>

Health - Addiction Recovery

1492 West Flagler Street, Suite 101
Miami, FL 33135
Phone: 305-541-5864
<http://www.miami.va.gov/locations/>

Health - Addiction Recovery

SMART Recovery is the leading self-empowering addiction recovery support group. Our participants

learn tools for addiction recovery based on the latest scientific research and participate in a world-wide community which includes free, self-empowering, science-based mutual help groups.

The SMART Recovery 4-Point Program helps people recover from all types of addiction and addictive behaviors, including: drug abuse, drug addiction, substance abuse, alcohol abuse, gambling addiction, cocaine addiction, prescription drug

Health - Free/Sliding Scale Clinic

7855 SW 104th St.
Miami FL 33156
305-271-5600
<http://www.mbachurches.org/index.php>

Health - Free/Sliding Scale Clinic

5361 NW 22nd Avenue
Miami, FL, 33142
305-637-6400
<http://www.jtchc.org/Services/Community Health Promotions.htm>

Health - Free/Sliding Scale Clinic

1320 NW 62nd St.
Miami FL 33147
305-835-2200

Health - Free/Sliding Scale Clinic

13805 Southwest 264th Street
Naranja, FL, 33030
305-258-6813

Health - Free/Sliding Scale Clinic

1801 Northwest 9th Avenue
Miami, FL, 33136
305-575-3703

Health - Free/Sliding Scale Clinic

9970 Southwest 178th Street
Perrine, FL, 33157
305-234-7676
Primary Care, Dental, Laboratory, Insurance Enrollment, Free Prescription Delivery, Free Transportation

Health - Free/Sliding Scale Clinic

Clinics listed on our website offer services for free or at a reduced rate. Many clinics are operate under a sliding scale schedule. This means that costs to patients are calculated based on income.
<https://www.freeclinics.com/>

Health - Free/Sliding Scale Dental Clinic

We continuously update our website with new information on dental clinics. Many of the resources for dental care are free, but many are based on income and/or discounted in other manners. Please review the listings and contact the dental clinics through the websites provided (and/or phone numbers listed), to obtain full details. We do not offer guidance. If you find any of our information improper, or if you have any question, please email us at support@thedentistsnearme.com. We will immediately reply to your email.
https://www.usdentalservice.com/?gclid=EAlaIQobChMIyaH1p9_k9gIVWZcAAB0Irg1FEAEYASAAEgK7cvD_BwE

Health - HIV/AIDS Services

HIV and Aids Information
<http://www.floridahealth.gov/diseases-and-conditions/aids/index.html>

Health - Mental Health

PsychSolutions provides quality mental health and substance abuse services to children and families,

abuse, sexual addiction, and problem addiction to other substances and activities. SMART Recovery sponsors face-to-face meetings around the world, and daily online meetings. In addition, our online message board and 24/7 chat room are excellent forums to learn about SMART Recovery and obtain addiction recovery support. If you're new to SMART Recovery, get started with our introduction on the website.
<http://www.smartrecovery.org/>

Health - Alcoholics Anonymous

Welcome to AA Florida, a state-wide recovery resource devoted to supporting the men and women of Florida. AA Florida helps individuals struggling with alcoholism find the help they need on a local basis. Discover Florida Alcoholics Anonymous meetings per county or city, and take the next step to overcome alcohol addiction.
<https://alcoholicsanonymous.com/aa-meetings/florida/>

Health - Free/Sliding Scale Clinic

3601 Federal Highway
Miami, FL, 33137
305-576-6611

Health - Free/Sliding Scale Clinic

700 South Royal Poinciana Boulevard
Suite 300
Miami, FL 33166
305-805-1700
To schedule an appointment please contact us at (305) 637-6400

Health - Free/Sliding Scale Clinic

1220 NW 95th Street
Miami, FL, 33147
305-694-6900
<http://www.fachc.org/center-info.php?id=85>

Health - Free/Sliding Scale Clinic

3090 SW 37th Ave.
Miami FL 33133
305-447-4950

Health - Free/Sliding Scale Clinic

7900 N.W. 27th Ave.
Miami FL 33147
786-466-2100

Health - Free/Sliding Scale Clinic

1221 71st Street, Normandy Isle
Miami Beach, FL, 33141
305-538-8835
<http://www.fachc.org/center-info.php?id=158>

Health - Free/Sliding Scale Clinic

19340 NW 8th Court
Miami, FL, 33169
305-650-9551
<http://findfreedental.com/florida/norlands-full-service-center/>

Health - Free/Sliding Scale Clinic

The St. John Bosco Clinic serves the medical needs of the poor disadvantaged population of the Little Havana community.
1301 West Flagler St.

embracing a family-directed approach and using evidence-based methods, to empower the growth of healthy and productive children in our community.

Phone: (305) 668-9000 x202

Fax: 305-662-1930

Address: 700 S. Royal Poinciana Blvd, Suite 300
Miami Springs, FL 33166

<http://www.psychsolutionsinc.net/home.php>

Health - Reduced Cost Medication

(888) 311-6224 x115

Save an average of 15-55% on your prescriptions! Print a free card or download the app to your phone.

<https://www.americasdrugcard.org/index.aspx>

Money - Finances/Budgeting

GreenPath will work with you to build a personalized plan of action for regaining control of your debt. We assess your household budget, find places for you to save, and help you prioritize your payments to creditors and plan a lifestyle that you can afford. It all works toward helping you achieve your financial goals, better manage debt and avoid problems in the future. Available in Spanish.
<http://www.greenpath.com/>

Money - Finances/Budgeting

800.388.2227

Free Credit Counseling! Our mission is to help all Americans gain control over their finances. For over 60 years, NFCC and its member agencies have helped people just like you pay off debt and grow in their financial capability. Our services help people overcome financial challenges at nearly every stage of life.

<https://www.nfcc.org/>

Money - Free Credit Report

Free credit reports authorized by federal law. Federal law allows you to get a free copy of your credit report every 12 months from each credit reporting company.

<https://www.annualcreditreport.com/index.action>

Money - Social Security Benefits after Incarceration

Social Security and Supplemental Security Income Benefits

Individuals released from incarceration may be eligible for Social Security retirement, survivors, or disability benefits if you have worked or paid into Social Security enough years or Supplemental Security Income benefits if you are 65 or older, or are blind, or have a disability and have little or no income and resources.

If you believe you qualify, call our toll-free telephone number, 1-800-772-1213.

If you are deaf or hard of hearing, call TTY 1-800-325-0778.

<https://www.ssa.gov/reentry/benefits.htm>

Reentry Resource - Multiple Resources Available

Our findhelp technology powers Americas leading social care network. Our network features more than 300,000 free and reduced-cost programs in all 50 U.S. states, territories, and Puerto Rico,

Miami FL 33135

305-541-5119

Health - Free/Sliding Scale Clinic

1,400 Free and Charitable Clinics and Pharmacies provide access to healthcare for uninsured and underinsured people in communities across the U.S. Find one near you!

<https://nafcclinics.org/>

Health - Free/Sliding Scale Clinic with Dental

Listings that can help low-income and uninsured people connect with a clinic or community health center in their area. These clinics offer free and discounted rates for medical and dental care. Our county listings include contact information, a listing of services and any further remarks that may be pertinent to our users, such as free services provided, discounted services provided and clinic operating hours.

https://freeclinicdirectory.org/florida_care.html

Health - Health Department

All services can be found on the website.

<https://www.floridahealth.gov/>

Health - Mental Health

NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.

CALL THE NAMI HELPLINE

800-950-NAMI

<https://www.nami.org/About-NAMI>

Health - Narcotics Anonymous

Join the millions who have found comfort and hope within these nonjudgmental communities and have successfully freed themselves from the struggles of addiction. Find local NA meetings by location, day of the week, and time.

<https://findrecovery.com/na-meetings/>

Health - Reduced Cost Medication

HELPLINE (800) 503-6897 in English or Spanish.

Find help with the cost of medicine! We offer a free drug discount card that may help you obtain a substantially lower price on your medications.

<https://www.needymeds.org/drug-discount-card>

Money - Finances/Budgeting

Free Credit Counseling! Our mission is to help all Americans gain control over their finances. For over 60 years, NFCC and its member agencies have helped people just like you pay off debt and grow in their financial capability. Our services help people overcome financial challenges at nearly every stage of life.

<https://www.nfcc.org/>

Money - Financial Management Literacy

Operation HOPE Headquarters

91 Peachtree Street NE, Suite 3840

Atlanta, GA 30303

888-388-HOPE (4673)

Operation HOPE has a series of programs to support your path to successfully improving your credit, reducing debt, increasing savings, buying a

powering social care systems for hundreds of customers nationwide.
<https://www.findhelp.org/find-social-services/florida>

Reentry Resource - Multiple Resources Available

Scroll down the page to find your state. Titles in the left column will lead you to resources available nationwide.
If you scroll down the page to find your state name, you can click on that for statewide resources.

<https://www.needhelppayingbills.com/index.html>

Shelter - Financial Counseling

HUD sponsors housing counseling agencies throughout the country that can provide advice on buying a home, renting, defaults, foreclosures, and credit issues. This link sends you to a page that allows you to select a list of agencies for each state. You may search more specifically for a reverse mortgage counselor or if you are facing foreclosure, search for a foreclosure avoidance counselor.
<http://hud.gov/offices/hsg/sfh/hcc/hcs.cfm?weblistaction=summary>

Shelter - Homeless Assistance

98385 SW 165 Terrace
Miami FL 33157
305-254-3355

Shelter - Homeless Shelter

2159 NW 1st Court
Miami FL 33127
(305) 571-2273

Shelter - Housing Authority

Find a HUD location near you.
<https://www.hud.gov/states>

Shelter - Low Income Housing

Mercy Housing Gives a Home to Low-Income Families, Seniors, Individuals, and People with Special Needs Nationwide. Our mission is to create stable, vibrant and healthy communities by providing affordable, service-enriched housing.
<https://www.mercyhousing.org/regional-offices/>

Shelter - Low Income Housing

Find low income apartments in Florida along with non profit organizations that help with low income housing along with HUD apartments, public housing apartments, public housing authorities, and housing assistance agencies.
<https://www.lowincomehousing.us/FL.html>

Shelter - Salvation Army

250 NW South River Dr.
Miami FL 33135
305-545-5943
<http://www.salvationarmyusa.org/>

Shelter - Shelters

We provide an online directory of shelters in Florida.
<https://www.shelterlist.com/state/florida>

home or starting a business. Our programs and services, which serve youth and adults, are offered at no cost to you.
<https://operationhope.org/>

Money - Free Credit Report

Get a free copy of your credit report every 12 months from each credit reporting company.
<https://www.annualcreditreport.com/index.action>

Reentry Resource - Multiple Resources Available

Search for benefits in Education, Grants, Loans, Social Security, Housing and Utilities, Employment and Career Development, Financial Assistance and more.
<https://www.benefits.gov/categories>

Reentry Resource - Multiple Resources Available

211 connects you with thousands of nonprofit and government services in your area. If you want personal assistance call the three-digit number 211 or 877-947-2211. A friendly voice to talk with you 24/7/365. This is the national listing. Florida does not offer a state listing. (But regional listings are available)
<https://www.211.org/>

Reentry Resource - Multiple Resources Available

Phone: 305 597-2459
6950 NW 41 Street
Miami, Florida 33166
m721@miamidade.gov
<http://www.miamidade.gov/corrections/>

Shelter - Homeless Assistance

1871 NW 62nd St.
Miami FL 33152
305-553-0905

Shelter - Homeless Shelter

2010 NW Faith Avenue
Miami FL 33127
305-571-2273

Shelter - Homeless Shelter

The Homeless Shelter Directory provides listings for Homeless Shelters and Homeless Service Organizations around the country. This includes supportive resources.
<http://www.homelessshelterdirectory.org>

Shelter - Low Income Housing

U.S. Department of Housing and Urban Development
451 7th Street S.W.
Washington, DC 20410
Telephone: (202) 708-1112 TTY: (202) 708-1455
Find the HUD office near you!
<http://portal.hud.gov/hudportal/HUD>

Shelter - Low Income Housing

Housing Works fights for funding and legislation to ensure that all people living with HIV/AIDS have access to quality housing, healthcare, HIV prevention, and treatment, among other lifesaving services.

Shelter - Transitional Housing

968 NW 2nd St.
Miami FL 33128
305-545-8841

Shelter - Transitional Housing

13078 SW 132nd Ct.
Miami FL 33186
305-251-5232

Shelter - Transitional Housing

800 N. W. 28th St
Miami FL 33127
305-634-3409
<http://www.betterwaymiami.org/>

Special Considerations - Aging and Disability Resource Center ARDC

The Department of Elder Affairs administers programs and services for elders across the state of Florida through 11 Area Agencies on Aging, which operate as Aging and Disability Resource Centers (ADRCs). These ADRCs function as a single, coordinated system for information and access to services for all Floridians seeking long-term care resources. The ADRCs provide information and assistance about state and federal benefits, as well as available local programs and services. See below to contact your local ADRC.
<https://elderaffairs.org/resource-directory/aging-and-disability-resource-centers-adrcs/>

Special Considerations - Elders

Human Services to support Elders in Florida.
Paste into your browser:
<http://elderaffairs.state.fl.us/index.php>.
<http://elderaffairs.state.fl.us/index.php>

Special Considerations - Veteran Support

Benefits, education, and services
<http://www.military.com/benefits/veteran-state-benefits/florida-state-veterans-benefits.html>

Transportation - Public Transportation

The Metrobus system provides service throughout Miami-Dade County 365 days a year. Service is available from Miami Beach and Key Biscayne to West Miami-Dade, as far north as Broward County and as far south as Homestead, Florida City and the Middle Keys. Designed to intersect with Metrorail and Metromover, MDT's bus system serves all major shopping, entertainment and cultural centers, as well as major hospitals and schools.

Please find more information on the website and feel free to contact with further questions.
<http://www.miamidade.gov/transit/metrobus.asp>

Transportation - Public Transportation

Everybody rides free on Metromover. This 4.4-mile electrically-powered, fully automated people mover system connects with Metrorail at Government Center and Brickell stations and with Metrobus at various locations throughout downtown. Major destinations of the Metromover system include the American Airlines Arena, Bayside Market Place, Miami-Dade College and the Miami-Dade County School Board.

<http://www.housingworks.org/>

Shelter - Salvation Army

1398 SW 1st St.
Miami FL 33135
305-643-4900
<http://www.salvationarmyusa.org/>

Shelter - Shelters

20045 Ocean Curve
Miami FL 33189

Shelter - Transitional Housing

Transitional, sober housing provides supportive housing along with drug and alcohol treatment for selective locations.
<https://www.transitionalhousing.org/state/florida>

Shelter - Transitional Housing

7900 NE 2nd Ave. Suite 504
Miami FL 33138
305-710-8814

Shelter - Transitional Housing

7090 SW 117th St.
Miami FL 33183
305-598-9788

Shelter - Transitional Housing

Transitional housing is supportive housing that helps fight homelessness. Find transitional housing in your state by clicking on the link! We have over 6,864 transitional housing locations in our database. We also provide as much information on each housing location along with pictures.
<https://www.transitionalhousing.org/>

Special Considerations - Disability Support

Government agencies and disability rights organizations in Florida.
https://www.olmsteadrights.org/self-helptools/advocacy-resources/item.6623-Florida_Disability_Resources_and_Advocacy_Organizations

Special Considerations - Sex Offense Reentry

HOST is Helping Offenders Successfully Transition
1060 Woodcock Rd
Orlando FL 32803
Phone (407) 437-3694

<https://www.hosttransitionservices.com/>

Special Considerations - Veteran Support

All services can be found on the website.
<https://www.floridavets.org/>

Transportation - Public Transportation

The 23 accessible Metrorail stations are about one mile apart, providing easy access for bus riders, pedestrians, and passengers who are dropped off and picked up. Find more information on the website and contact there as well.
<http://www.miamidade.gov/transit/metrorail.asp>

Volunteer - Volunteer Opportunities

At JustServe, we believe that nothing should get in the way of organizations and volunteers coming together to do good things for the community.

<http://www.miamidade.gov/transit/metromover.asp>

Volunteer - Volunteer Opportunities

We make it easy for good people and good causes to connect. We are a community that believes in the power of volunteering to enrich our lives and the world around us. Find locations to volunteer near you!

Virtual volunteer opportunities are also available - <https://www.volunteermatch.org/virtual-volunteering>

<https://www.volunteermatch.org/>

Volunteer - Volunteer Opportunities

Volunteer Florida is the states lead agency for volunteerism and national service. After Hurricane Andrew hit Florida, Volunteer Florida evolved to serve as the states lead agency for mobilizing volunteers and coordinating donations before, during and after disasters. Find locations to volunteer near you!

<https://www.volunteerflorida.org/>

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<https://www.volunteermatch.org/>

<https://www.justserve.org/>

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VIRTUAL VOLUNTEER opportunities are also available -

<https://www.volunteermatch.org/virtual-volunteering>

<https://www.volunteermatch.org/>

Volunteer - Volunteer Opportunities

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Virtual volunteer opportunities are also available - <https://www.volunteermatch.org/virtual-volunteering>

<https://www.volunteermatch.org/city/Miami%2C+FL%2C+USA>

Your Leisure Time - Leisure Activities

The mission of Meetup is to revitalize local community and help people self-organize. Meetup believes that people can change their personal world, or the whole world, by organizing themselves into groups that are powerful enough to make a difference. More than 9,000 groups get together in local communities each day, each one with the goal of improving themselves or their communities.

Please visit the website to join and find a meetup group!

<http://www.meetup.com/>

COMPANY OR
EMPLOYER NAME: _____

POSITION APPLIED FOR: _____

APPLICANT TELEPHONE: _____

SOCIAL SECURITY NUMBER: _____

Employment Application

YOUR NAME: _____
Last First Middle

ADDRESS: _____

ARE YOU LEGALLY ELIGIBLE FOR EMPLOYMENT IN THE U.S.A.?

☐ Yes ☐ No (If yes, verification will be required.)

I AM SEEKING A PERMANENT POSITION: ☐ Yes ☐ No

IF NECESSARY FOR THE JOB I AM ABLE TO:

Are you able to perform the essential functions
of the position with or without accommodations?

☐ Yes ☐ No

Work (which shifts)? _____

Work overtime? _____

Provide a valid Alaska Drivers License? _____

IF NECESSARY FOR THE JOB, ARE YOU OVER (Please mark one) 14__ 15__ 16__ 18__ 19__ 21__

I WILL BE ABLE TO REPORT TO WORK ____ DAYS AFTER BEING NOTIFIED THAT I AM HIRED.

EDUCATION:	Yrs. Completed	Field of Study	Graduate or Degree
High School _____			
College/University _____			
Business/Technical _____			
Other (May include grammar school) _____			

MILITARY SERVICE: ☐ Yes ☐ No

Duty/Specialized Training: _____

REFERENCES: List two personal references who are not relatives or former supervisors.

Name	Address	Telephone	Occupation	Years known
_____	_____	_____	_____	_____
Name	Address	Telephone	Occupation	Years known
_____	_____	_____	_____	_____

EMPLOYMENT: List last employment first. Include summer or temporary jobs. Be sure all your experience or employers related to this job are listed here, in the summary (following this section), or use an extra sheet of paper if necessary.

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to

_____	Supervisor's Name: Telephone:	Reason for leaving

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to

_____	Supervisor's Name: Telephone:	Reason for leaving

EMPLOYMENT CONTINUED...

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to
		Reason for leaving
	Supervisor's Name: Telephone:	

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to
		Reason for leaving
	Supervisor's Name: Telephone:	

Summarize other
employment related to this job: _____

Types of computers, other electronic or mechanical
equipment that you are qualified to operate or repair: _____

Typing speed: _____ per minute.

Professional Licenses, Certifications or Registrations: _____

Additional skills including supervision skills, other languages, or information
regarding the career/occupation you wish to bring to the employer's attention: _____

In case of accident or illness please contact: Name: _____

Daytime phone: _____

Address: _____

Relationship: _____

Information to the applicant: As part of our procedure for processing your employment application, your personal and employment references may be checked. If you have misrepresented or omitted any facts on this application, and are subsequently hired, you may be discharged from your job. You may make a written request for information derived from the checking of your references.

If necessary for employment, you may be required to: supply your birth certificate or other proof of authorization to work in the US, have a physical examination and/or a drug test, or to sign a conflict of interest agreement and abide by its terms.

I understand and agree to the information shown above:

Signature: _____

Date: _____

Equal Employment Opportunity: While many employers are required by federal law to have an Affirmative Action Program, all employers are required to provide equal employment opportunity and may ask your national origin, race and sex for planning and reporting purposes only. This information is optional and failure to provide it will have no affect on your application for employment.

Employer Section: _____