

REENTRY PACKET

Your Customized Guide to Support your Successful Transition



National Web-based Reentry Resource Center

www.fairshake.net

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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.



How Do You Solve a Problem Like Reentry?

Sue Kastensen, Founder and Director, Fair Shake

Imagine, if you can, being snugly stuck in a building with 1,600 other people, all of whom share your physical gender; never leaving, eating in the cafeteria that offers no choices, and sleeping in a room that is the size of your current bathroom, which, by the way, you share with one or two “roommates” not of your choosing. Imagine, also, that you have no internet access, no cell phone, and no computer. Your phone calls, on an old-school pay phone, will be conducted in a large room filled with boisterous people. You are restricted to one 15-minute call after which you must wait one hour before you are permitted to make another. Finally, you are only offered short intervals of time in the exercise room and library, and you receive few, if any, very short visits from family or friends. Oh, and you’ll share the bathroom with 50 people.

Can you imagine this for even one full day? How about one week? A month? A year? People in U.S. prisons are serving sentences that exceed 1 year ... so let’s imagine five, 10, 20 or even 30 years.

The crowded picture in your head, however, doesn’t come close to the reality of life in prison. I have omitted the suffering, the sadness, and the loss of loved ones; the manipulations, the disrespect, and lack of trust; the fear, the censorship, and the razor-wire fence. And the heavy gates with electronic locks.

Today there is an added threat of a potentially deadly virus running wild within the building. The virus, by the way, can only enter the building with the people who come and go for work, but who do not live there.

Finally, I want you to imagine how anyone who does not have personal experience in this process could possibly

guide people to build successful lives in a busy world once the exit door is opened to them. Where does one start to offer information about an ever-changing society when it is difficult to keep up, even for those who are fully engaged?

At least one building, full of the people in the thought exercise, opens its doors to release the inhabitants each day; 7 days per week (Carson, 2020). There are approximately 1.4 million prisoners currently serving time in state and federal prisons (Carson, 2020), and 95% of them will be returning to society (Hughes & Wilson, 2020). They are all excited to experience freedom again, but many are also extremely fearful of failure.

Very few prisons offer resources, support, or information to the incarcerated that will help them make vital connections for housing, medical support, or clothing prior to release. No prisons allow those who have recently come home to share their experience with those who are preparing for the transition.

Incarcerated people, when they can work, make less than 30 cents per hour, on average (Sawyer, 2017). It’s nearly impossible to save up for today’s cost of living on that wage, and the difficulty is exacerbated when landlords or employers refuse to consider leasing to or hiring formerly incarcerated applicants after running a background check.

With such a steep hill to climb, it should come as no surprise that less than 10 years after release from prison, 83% of those who have been released will find themselves back in prison (Alper, Durose, & Markman, 2018).



Photo credit: Federal Bureau of Prisons

Sue Kastensen presenting Fair Shake in a federal prison.

But it is a surprise. It’s shocking. A 17% success rate for an organization of any kind is ridiculous! How is this even possible? It’s embarrassing, unacceptable, maddening, and, for me, motivating.

Minding My Own Business

Prior to 1999, I — like most of my fellow Americans — was not aware of the formidable and terrifying gauntlet of challenges waiting for those who are returning to society from prison.

I was also not aware of the extremely long sentences and collateral consequences imposed by our war on drugs, or that people convicted of committing burglary were much more likely to commit another crime than people convicted of committing murder, or that many people convicted of sex offenses would be listed on a national registry for the rest of their lives.

I had never thought about the psychological hurdles to reengagement: building the courage and confidence to apply for a job, the frustrations of learning to use technology, needing strong boundaries to resist the

lure of using shortcuts to acquire money, finding and building healthy relationships (including reconnecting with children, parents and partners); or the intense tenacity and dedication to stay committed to goals made while incarcerated.

I never thought about any of that because in 1999, I — like most Americans — was focused on myself and my future. I was an enthusiastic 36-year-old business owner, manufacturing products that were in high demand in a rapidly growing market. I needed machines, and the employees to build and run them. Amid the growth and excitement, an employee took me aside one day and quietly asked if I might consider hiring her friend who would be coming home from prison soon.

Entrepreneurs are often courageous to try new and different things, but this question put me in a difficult position. I wanted to protect the loyal team that was cranking out our products every day, and I also wanted to give this person a “second chance.” Besides, if I did not say I’d consider this question in my small community of 2,000 people, who do I think should?

I said “yes.”

I learned a lot about reentry challenges from Rick, the applicant who became our new employee. He and I continued our conversation while I brainstormed on building a tool that could help people find needed resources. I knew that, at the very least, I could contribute an online reentry resource library! I called it “Fair Shake.”

Wanting to connect with professionals who help prisoners prepare for release, in 2002 I joined the Correctional Education Association and started searching for a mentor. I found one, and by 2005, I had sold my business, eager to create a nonprofit that would help people transition from prison to life after prison.

Unique Qualifications

Since before I can remember, I have been a risk-tolerant, extremely curious, self-determined, anti-fragile, and somewhat courageous individual. My approach to life did not bode well with authorities and by 8th grade, I felt I was being developmentally stunted at home and in school. In order to survive my teens, I had to find my own path.

After getting kicked out of my parents’ home at 13 — and after five high schools, four foster homes, several stays in group homes, a couple of jail visits and a few years in a Catholic reform school — in 1979, when I was 16 years old, I wanted to drop out of school and become an emancipated adult. I felt I was serving a sentence that had no end and no purpose. Authorities wanted me to stay in school, so I said I would continue with high school if I could attend Walden III, an alternative high school (which still exists today).¹ This was my last opportunity for a formal education and, thankfully, I flourished.

The school engaged in very little top-down pedagogy and primarily worked from a framework of student-centered, constructive, and problem-solving perspectives. Even the students were teaching classes! Some of my most cherished and important lessons were not taught in the classrooms; they were felt within the care of the community, for which I had yearned for so many years. The comradery, respect, interactions, support, and cooperative learning — unheard of in public or private schools in 1979 — gave me a deep understanding of authenticity, freedom, ownership, agency, interdependence, and even the importance of history.

At the start of my junior year, I detested school but at the end of the year, I found myself deeply in love with learning. I know now that we can find this love no matter where, or when, we find ourselves.

Lifewide Learning

Between selling my business and organizing a nonprofit, I worked in fair trade for a few years. During that time, I learned about stakeholders in the food chain: the farmworkers, farmers, processors, distributors, retailers, and consumers (we did not include the waste process at that time). My mind opened; I realized that the onus for reentry success did not solely fall on the person coming home from prison — that person also needed to be accepted for employment, housing, higher education, in places of worship, and more. In short, their success depended on all of us! I realized that I had to offer support to other stakeholders, too. I started thinking about ways to support and encourage family and friends, employers, landlords, corrections, and citizens to participate in this common goal for reintegration.

By creating, and listening, and creating some more, amazing things started to happen.

In 2014, I received a call from a reentry affairs coordinator in a federal prison in Colorado. She contacted me because the resource-selection tool on the Fair Shake website² was not working properly. After we talked for some time, she invited me to present Fair Shake at the prison complex. She said I would speak with hundreds of men in institutions that covered three levels of security. This would be my first opportunity to present Fair Shake to the incarcerated!

After I nervously introduced myself and provided an overview of Fair Shake, I asked the group if they would tell me what information and resources they were looking for that would help them find success after release. Once we started talking, I relaxed and they, too, became increasingly comfortable with our conversation. By the end of the presentation, I felt like we had an energizing reentry brainstorming session!

In addition to gaining insight from the responses to my question, I also discovered that most of the people in that room were corresponding with family and friends through a secure email server called CorrLinks and that I could continue to communicate with them through that service by creating a newsletter and sharing best practices.

I also learned an even more important lesson: A lot of incarcerated people go to great lengths to help one another.

In early 2016, I started writing a monthly newsletter and by the end of the year, 250 readers had signed on. (Today there are more than 4,000 subscribers.) It is not a broadcast newsletter, either. It is a place to share and build ideas. The readers know more than I do, so we advise and inform one another.

Once that door was opened, I committed myself to spend as much time as I could to engage in in-person conversations with incarcerated people. For the next three years, I traveled all around the country: north to south and coast to coast, presenting Fair Shake in many types of prisons and all levels of security.

For each trip, I created a route that put me on the road for up to one month. I had to drive to the institutions because it made no sense to fly. Prisons are mostly located far away from airports and amenities and can get locked down without notice. I learned to be very flexible!

When I would arrive at an institution where the myriad of presentation participants — incarcerated people, prison staff, and public servant visitors — had seen the Fair Shake Reentry Packet,³ or the free Fair Shake software application or even the website (in a staff office; prisoners do not have access to the internet), someone would inevitably ask me how my bubble truck⁴ was running and if I had new stories from meeting people along the way (I always did).



Sue Kastensen with her bubble truck.

My truck, with a camper on the back, made my travels possible. It was vital to have my kitchen, office, and bedroom with me at all times.

My travels are on hold for now, but prison reentry and education staff around the country have been staying in touch. Some check-in to make sure I will still be coming to their institutions when they open their doors again to volunteers, and others contact me to ask when the new software will be released. Robert Cialdini's (1984) "Scarcity Principle" is working in my favor, and suddenly Fair Shake is in high demand!

So, who comes to the presentations, and who signs up for the newsletters?

One can make almost no assumptions at all about who is in prison. As you have likely seen in the news, lawyers, CEOs, entertainers, and elected officials can be found in prisons; along with mothers, fathers, young people, and elders — many of whom have been in prison most of their lives and may have entered prison before they turned 18. The people serving time inside prison are as diverse as the people outside of prison, and many who have been convicted of committing crimes have also been victims themselves.

Criminologists, correctional administrators, elected officials, many academics, and, of course, the media, attempt to impress upon us that there is a specific type of person who commits a crime. They want us to believe that this "type" has "needs" that are unlike our usual human needs and they call them "criminogenic needs." They believe that these needs are like an addiction

and that most people who commit a crime must vigilantly "desist" from crime for many years, and possibly the rest of their lives because the needs are so strong. These people are put into groups according to their "risk of recidivism," their propensity to commit a new crime and return to prison.

To ensure that most prisoners from powerful and influential backgrounds will not be included in medium- or high-risk groups, the criminologists have devised a way for the majority of white-collar criminals to be excluded from having these "needs" (e.g., Jeffrey Epstein, Martha Stewart). The high-profile prisoners can often skip the dehumanizing, behaviorism-based programming and lengthy stretches of time in higher security prisons, where "assigning low-risk offenders to intensive programs designed for high-risk offenders" ... "can make things worse," according to the National Institute of Justice (2012, p. 109).

Considering the amount of time, effort, money, and research invested, I find it very disappointing that the criminologists have not created instruments that allow them to observe how people change. Many people grow, learn, feel deep remorse, and develop a world view that will lead to a law-abiding life, even without programming.

It is no wonder people are mystified about corrections, reentry, and how they can get involved to improve the corrections system or support the lives of those who have been released. National corrections associations, academics and elected representatives — the self-proclaimed "experts" — discourage others from getting involved in attending to the "broken system," as President Obama referred to it. They want us to trust them and leave the "reform" to them. After all, they will assert, they are informed by "evidence."⁵

These experts have been asking the question "What works?" to reduce recidivism for 50 years. In 1974, Robert Martinson answered their question.

After visiting many prisons and looking at the programming available in each one, he concluded that not one program worked for everyone. He found that some people benefited from one type, and others benefited from another, but no perfect program that applies to all had been created; there was no silver bullet. His findings liberated corrections from their duty of rehabilitation, creating a gap for the criminologists, with their medical model of interventions, dosages, and programming, to step in.

After more than 20 years of their studies, “evidence” and best practices, the criminogenic approach has only increased recidivism and failed to address the issues that it accuses the incarcerated population of engaging in in the first place: anti-social thinking and behavior. (See the Criminogenic Need Factors chart [National Parole Resource Center, 2014].)

have the opportunity to demonstrate their knowledge of, and commitment to, them! In fact, many of our incarcerated have become far more prosocial than the people who determine them to be a high-risk for recidivism.

What You Focus on Grows

Since I have been presenting in several institutions annually, the prisons that have reentry councils, or think tanks, or other groups dedicated to problem-solving, often invite me to join their groups for an hour or two of conversation after my presentation. Over the course of a few meetings, we gain a deeper understanding of the unique qualities that each of us brings separately — and together — to the solution of the reentry problem.

It was through one of these opportunities that I was able to create a workshop for a National Conference on

It was a crazy idea that was fairly difficult to execute but we pulled it off. We were even able to include recorded presentations by Mike, the incarcerated member, and also the voices of the Fair Shake newsletter subscribers who shared their thoughts in writing.

The conference organizers greatly underestimated the interest in this topic: they gave us a small room for our presentation that we filled to more than 250% of capacity, while we had to watch many interested attendees walk away. Unfortunately, like so many things, the conference has been canceled this year, so we will not be able to rekindle and continue the conversation in person. The idea, however, will persist.

The Fair Shake Operating System

Creating a web and technology-based prisoner-reentry nonprofit organization that serves millions of people, on-demand, is a huge undertaking.

Many of my toughest lessons were learned simply by deciding to take this on! I had to learn to manage the daily website development by myself, to communicate with several stakeholders using a variety of tools, and to grasp several software tricks and tools involving Office, Adobe and Windows OS. And I have to keep on learning those tricks and tools, too, because software makers often change them when they update.

It was during one of these updates that I became very frustrated. I felt that no matter how hard I tried to keep up, Microsoft et al., were not interested in having me get my work done, they were mainly interested in making me learn things that served their interests. I felt like I was working for them!

My son calmly offered me an alternative to the commercial “matrix.” He asked me to consider learning to use an operating system called Ubuntu, which was constantly and seamlessly updated and improved by developers who ask for input from the users. He said it

Antisocial attitudes, beliefs and values	Attitudes, values, beliefs, and rationalizations supportive of crime; cognitive emotional states of anger, resentment, and defiance
Antisocial behavior patterns	Early and continuing involvement in a number and variety of antisocial acts and a variety of settings
Antisocial peers and associates	Close association with criminal others and relative isolation from antiriminal others; immediate social support for crime
Antisocial personality and temperamental factors	Adventurous, pleasure seeking, weak self-control, restlessly aggressive
Family/marital stressors	Two key elements are 1) nurturance and/or caring, and 2) monitoring and/or supervision
Substance abuse	Abuse of alcohol and/or other drugs
Lack of education, employment stability or achievement	Low levels of performance and satisfaction in school and/or work
Lack of pro-social activities in leisure time	Low levels of involvement and satisfaction in antiriminal leisure pursuits

Criminogenic Need Factors

Fancy (and expensive!) assessments, algorithms, and programming have been built to disregard the attributes, characteristics, and qualities they say criminals lack, which include building capabilities, perspective change, prosocial studies, engagements (such as mentoring), ownership, self-determination, critical thinking, and commitment to community. We want our nation's citizens — as parents, employees, friends, and community members — to embrace these empowering and liberating qualities; and incarcerated people would like to

Higher Education in Prison with three men; two of whom I had met several times in the same prison and had been released; and one I met in a different prison and was still incarcerated. We wanted to find out if the academic attendees would help us think about how we could switch the reentry goal from being a negative one (reducing recidivism) to a positive one (building a satisfying and successful life) since it is far easier (and much more sensible!) to pursue a positive goal.

was a little harder to get started, but he assured me that once I got the hang of it — like driving with a manual transmission — it would become easy.

I wasn't ready for it when he offered, but I very much liked the idea of the operating system and how it was created. It reminded me of what I was doing with Fair Shake. Fair Shake, too, was a little harder, and people had to "do it themselves," but in the end they would be more informed, and Fair Shake would continue to become more relevant and supportive. I promised to look it up later.

Later came hard. It was when I was being forced to abandon Windows XP, which I loved so much, that I decided I'd had enough; it was time to try Ubuntu. I searched online to download it and the search results provided not only the computer operating system, but more importantly, they provided a link to a vital philosophy for our human operating system!

I was like a kid in a candy store as I explored the information online about Ubuntu! I was so excited to read and hear and learn about this traditional, sub-Saharan African philosophy, founded on the idea of interdependence. Ubuntu can be understood through the Zulu maxim, "umuntu ngumuntu ngabantu," or "a person is a person through other persons." It means, according to Desmond Tutu (2015), that it is the very essence of being human that we belong in a bundle of life, and that the solitary individual is a contradiction in terms.

I couldn't believe my eyes. I recognized this as Fair Shake's operating system and since then I have been weaving the philosophy into all of the information I share. I also close the newsletter with "Ubuntu" to remind the subscribers that we are in this together.

Education for Democracy

Understanding and effectively running a large democracy is an enormous undertaking and proper preparation should begin at an early age. We must nurture care in our youth and demonstrate ways they can think about themselves as individuals-within-community. Their education must include how to express — and listen to — a wide variety of perspectives in problem-solving debates about how to achieve social goals. It will take all of the formative years of schooling to develop these crucial and necessary thinking, reflection, communication, and feeling skills.

Rather than provide powerful tools for ownership, engagement, and intellectual expansion in a vibrant democracy, however, today's foundational pedagogy, with its attendant testing and comparisons, conditions our children to passively receive and believe information. The unspoken argument (unless you ask, like I always have) is that if we just rely on experts, follow the rules, and pursue employment, we will create the means to achieve happiness, security, and satisfaction in our lives.

We need not look further than the front page of the newspaper on any given day to see the devastating suffering and failure of this approach: increased polarization and authoritarianism across civil society, increased mental illness, suicide, anxiety, depression, addiction and opiate use in individuals; and the enormous loss of meaning and control in our lives.

Our citizens are waiting for a courageous and benevolent leader to do the heavy lifting of leading civil society. We want to believe that reform is happening and that infusing money into bad systems is making them better. We are waiting for the white knight to come and save us, but we can't yet see her on the horizon. The education system we count on to properly prepare our youth to recognize and solve social, regional, and global problems is failing our

future leaders by withholding the very tools they must use to develop their capabilities, at our nation's collective peril.

In 2007, just one month after receiving my bachelor's degree (at 44 years of age), I read an article in the *Journal of Correctional Education* that offered a new lens for me to use as I think about "correctional education." In it the author, Cormac Behan (2007), argued: "[T]he current penal orthodoxy must be challenged and alternative discourses explored within and without of correctional settings" (p. 158). I agreed! I read on, and found myself weaving these considerations into my perspective:

Educators need to create an alternative discourse about how we define our progress. It could shift the focus of the argument from a defensive position to a positive one. This might be achieved by arguing for a different approach to education than what the prison authorities or politicians may want. Mezirow's theory of Transformative Learning has a lot to offer prison educators. It encourages individuals to challenge the way they make meaning in the world. This requires transforming frames of reference which begins with critical reflection, i.e., assessing one's assumptions and presuppositions. It begins with encouraging students to engage in critical thinking which, according to Stephen Brookfield, is what one should strive for in an adult education process. ...This is the beginning of liberating learning. (Behan, 2007, p. 160)

I had just finished school, but I wanted to head straight back to the library to find out more about transformative learning theory! After all, wouldn't we all benefit from taking the time to think critically, reflect, question our assumptions, biases and beliefs, and discuss our thoughts with others?

After 10 years of self-study, I gathered all my savings and returned to school to pursue a master's degree in education. I needed to learn about education theory, curriculum-building and evaluation, so I could build a place where all people — regardless of their educational attainment or relationship — could freely learn how to learn. We have the right, as citizens and humans, to know how to think deeply, how to find information that is not offered through the “news,” to consider other perspectives, build agency, and expand our capacity for complexity, caring, and knowledge. We deserve to have a place to break free from the limitations of other people's educational norms, goals and expectations, and think outside of the social or tribal bubble. A place where learners of any age and any educational attainment level could continue freely on their personal path of acquiring wisdom.

Where I once thought a certificate was the answer, I grew to understand that employers et al. were understandably cynical about the value of certificates that cannot show commitment, moral fortitude, team building or critical thinking. They want to judge the person for themselves, which makes sense. After all, a driver's license does not verify a willingness to use turn signals, only that the driver knows how to use them.

It takes courage to face an employer in an interview following many years of incarceration. It also takes courage to say “no” to a powerfully persuasive family member or close friend. It takes great bravery to do the right thing when our group is doing the wrong thing. We can muster the strength that we need to create good boundaries, expand our capabilities, and reduce our suffering. From there, we can feel strong enough to reach out to help others and discover that helping them helps us even more. No certificate shows this level of growth, determination, or commitment.

I was extremely fortunate to have been diverted from dropping out of school to finding a reason to love learning. In the halls of Walden III, at the age of 16, I was able to experience the process and value of transformative learning. I am deeply grateful and, like many believers, I feel a responsibility to offer this opportunity to others.

The Fair Shake Free School

So now, while I am not able to get into the prisons to talk with people face-to-face, but while the interest rises in newsletter subscriptions, creating think tanks, exploring biases, and more, I am pushing the creative side of my mind to its limits (which will, thankfully, expand even more) to figure out how one person can maintain and even build a lifelong learning “community center” that not only offers information, but asks visitors to contribute.

The Fair Shake Free School will more deeply investigate these areas:

- Philosophy — to explore epistemology, purpose, morality, care for humanity, values, etc.
- Psychology — to explore the feeling/thinking problem, our needs and wants, uniqueness, dropping unwanted baggage, motivation, etc.
- Sociology — to explore TV and media and its impacts, how authority impacts groups, how being in groups impacts individuals, etc.
- Citizenship — building community and capabilities together, education, democracy, global village, etc.
- “Swellness” — where our physical health meets our mental health.

We now live in a world of constant change; where lifelong learning is no longer just a good idea, it is vital for security, satisfaction, meaning-making, and building trust.

Fair Shake will not engage in top-down pedagogy but will, instead, rely on a learning foundation based in

heutagogy (self-determined learning), ubuntu (teaching and learning undergirded by humanity toward others), and transformative learning theory (critical reflection and potential for perspective change).

Looking through the heutagogical lens (Glassner & Back, 2020), learners will understand that they are the captains of their learning adventure and they will “make the road by walking” (Machado, 1912). They will learn how they can discern the value of the information they entertain, ask relevant questions for proper reflection, and construct knowledge to build their life to its fullest.

By applying the lens of ubuntu (Bangura, 2005), learners will be able to think deeply about what is at the core of being a human: relationship! They will be able to remember that we learned how to be human from other humans, and that we can build information in a way that honors, accepts, and encourages others. Ubuntu is such an important philosophy for democracy that, in 1997, the South African Department of Welfare stated that Ubuntu “acknowledges both the rights and the responsibilities of every citizen in promoting individual and societal well-being” (p. 12).

Finally, the transformative learning lens (Mezirow, 1990) will equip learners with ways to foster critical self-reflection, challenge social norms, engage in dialog with greater confidence, and consider other perspectives, including changing our own. These tools will support compassion as well as capacity-building in a world of constant change and emerging truth.

Our Opportunity

Let us think again about those who are stuck in the building:

The monolith of correctional bureaucracy and its supporters — the current managers of the building — have no incentive or desire to improve their performance. In accordance with

our current contract, they can keep us out, but they cannot stop us from reaching in to connect, to listen, and to share time, learning opportunities, and humanity. They can also not stop us from changing our contract with them in the future.

We can change the building; for instance, we can create a campus with choices. We can continue to include limitations and restrictions, while we also include decency, respect, and opportunities. We can remind those inside that we know they are bringing unique and important contributions to our communities.

The management of the building, and the welfare of those being held within it, is OUR business; we have a right and a duty to build possibilities with our fellow citizens. As we now properly recognize ourselves as the owners, and see our neighbors inside as co-creators, we can experiment with new ways of thinking about how to help them prepare to leave the building and find success in our dynamic, technology-based world.

Remember, more than 1,600 of our fellow citizens will walk out of those doors full of hope and determination each day. With our eyes and hearts open, I am certain that we can switch the 83% failure rate to an 83% success rate.

What works to improve reentry success? We do. Together.

Notes

- ¹ Walden III, Racine, Wisconsin: <https://www.rusd.org/district/walden-iii-middle-high-school>
- ² Fair Shake website: <https://www.fairshake.net/>.
- ³ Fair Shake Reentry Packet: <https://www.fairshake.net/reentry-resources/reentry-packet/>.
- ⁴ If you'd like to learn about the philosophy behind the bubbles, please check out the "On Sue's

Desk" page of the website and scroll down until you see Bubble Truck Philosophy (<https://www.fairshake.net/suesdesk/>).

- ⁵ To see the survey that the Federal Bureau of Prisons use to assess the "risk of recidivism," please find the Measures of Criminal Attitudes and Associates (MCAA) survey on the Fair Shake website: (<https://www.fairshake.net/risk-assessments/>), or on the Research and Practice in Corrections Lab website: https://sites.google.com/a/siu.edu/corrections-and-research_lab/Downloads. See the "Measures of Criminal Attitudes and Associates (MCAA)" questionnaire (please scroll down to find it) and the "Measures of Criminal and Antisocial Desistance (MCAD)" survey — worth a moment while you're there!

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MORAL COURAGE

What is the definition of *moral*?

Oxford English Dictionary: Adj: 1.a.) Of or relating to human character or behavior considered as good or bad; of or relating to the distinction between right and wrong, in relation to the actions, desires, or character of responsible human beings; ethical.

Stanford Encyclopedia of Philosophy: A code of conduct. Morality and religion are not the same thing, morality is only a guide to conduct.

What is *moral courage*?

Rushworth Kidder: "Moral courage is the bridge between talking ethics and doing ethics." He goes on to say it is "a readiness to endure danger for the sake of principle, he explains that the courage to act is found at the intersection of three elements: action based on core values, awareness of the risks, and a willingness to endure necessary perceived hardship."

Irshad Manji: "Moral courage equips you to do the right thing in the face of your fear." She also says "Most people who show moral courage do so because the intimate voice of individual conscience drowns out the groupthink that produces passivity."

"In order for things to get better, we're going to have to be a little more virtuous."

- Anonymous

ALL AROUND US, we see increasing polarization, fakeness, gaming, and desire for control. It's happening in groups, political parties, schools (including higher education), the medical industry, prisons, and work places. Rather than increasing listening skills, understanding, care or knowledge, we have been willing to accept more laws, rules, restrictions and authoritarian measures, hoping to shape and manage behavior.

MORAL COURAGE offers a different approach to increasing safety, cooperation and social engagement. Moral courage offers us the opportunity to demonstrate our most deeply held values: equality, freedom, authenticity, autonomy, democracy, ownership and more...as we willingly offer them; each of us in our unique ways. Moral courage offers us the chance to offer understanding, rather than demand acquiescence; to listen and care, rather than enforce conformity. It provides us the opportunity to be ourselves, and also to be citizens-of-the-world.

But, as the quotes above show us, moral courage is not easy, especially since we have not been encouraged to be courageous or moral. Courage requires risk, and we are powerfully discouraged from taking any risks. Morality requires thinking about right and wrong, and we are strongly encouraged to just 'follow rules' and not worry about moral issues. We have to be morally courageous simply to talk about morality! Yet we all have our own perspectives of the thick complexity surrounding 'right and wrong' and 'good and bad'. As with many cases of the Fundamental Attribution Error (please look for the page dedicated to this topic), however, the 'good and bad' is easily defined regarding others, and only gets complex when we need to apply them to ourselves.

Moral Courage is the willingness to give to others these things that we all want ourselves:

Care * Attention * Consideration * Respect * A fair shake * Opportunity * Honesty

According to Rushworth Kidder, author of the 2006 book *Moral Courage*, three components must be present for moral courage to occur:

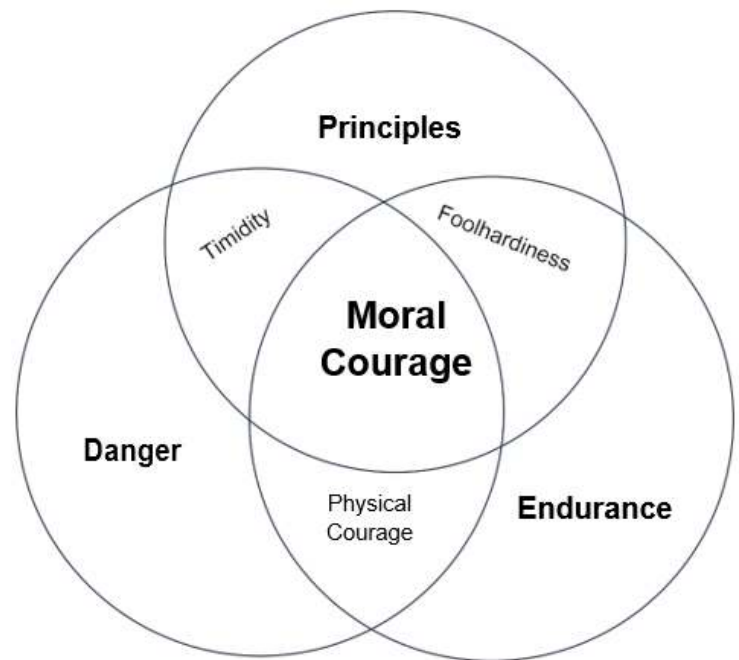
1. **Principles:** Convictions, core values, foundation for beliefs
2. **Danger:** Possibility of suffering physical or emotional harm or injury
3. **Endurance:** Fortitude; ability to last

If two of the elements are present, the result will be:

Danger + Principles = Timidity: Lack of self-confidence, boldness, or determination

Principles + Endurance = Foolhardiness: Rashness, incautious, recklessness

Endurance + Danger = Physical Courage: Bravery in the face of pain, hardship, even death

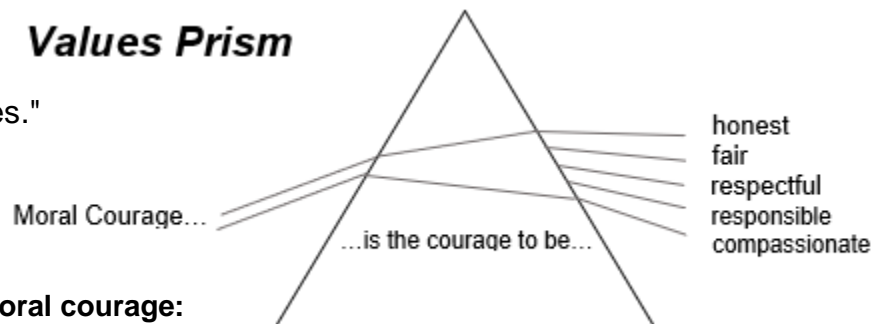


Moral Courage often requires us to take action to defend someone else, such as protecting a child, pushing back on bullies and questioning people who lie. Sometimes moral courage requires us to be honest with ourselves - which becomes increasingly difficult with age. (Yes, the words of experience.) In our current climate of polarization, sometimes it can be incredibly difficult to simply ask "why?" (Americans are becoming increasingly threatened by that small question, which is at the heart of the scientific method!) Moral courage is necessary when we are required to declare our boundaries, protecting our values and care for humanity.

Values Prism

"Sound values raise tough choices."

- Rushworth Kidder



Questions that may bolster our moral courage:

- Motives: why do I feel like I need to take a stand?
- Inhibitions: what might stop me? what are some deep fears I have about taking a stand? These fears might include: not wanting to accept ownership, indecisiveness, lack of commitment to the principle, sensitivity, desire for acceptance and many more...
- Risk challenges could include: disapproval, lack of support, suffering, shocking conventional opinion, shame, humiliation, ostracism, loss of status, loss of job and more.

Recommended Reading:

Haidt, Jonathan (2012). *The Righteous Mind: Why Good People Are Divided by Politics and Religion*. Pantheon

Kidder, Rushworth M. (2005). *Moral Courage*. Wm. Morrow

Manji, Irshad (2020). *Don't Label Me: How to Do Diversity Without Inflaming the Culture Wars*. St. Martin's Griffin (also visit Manji's Moral Courage website: www.moralcourage.com)

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.

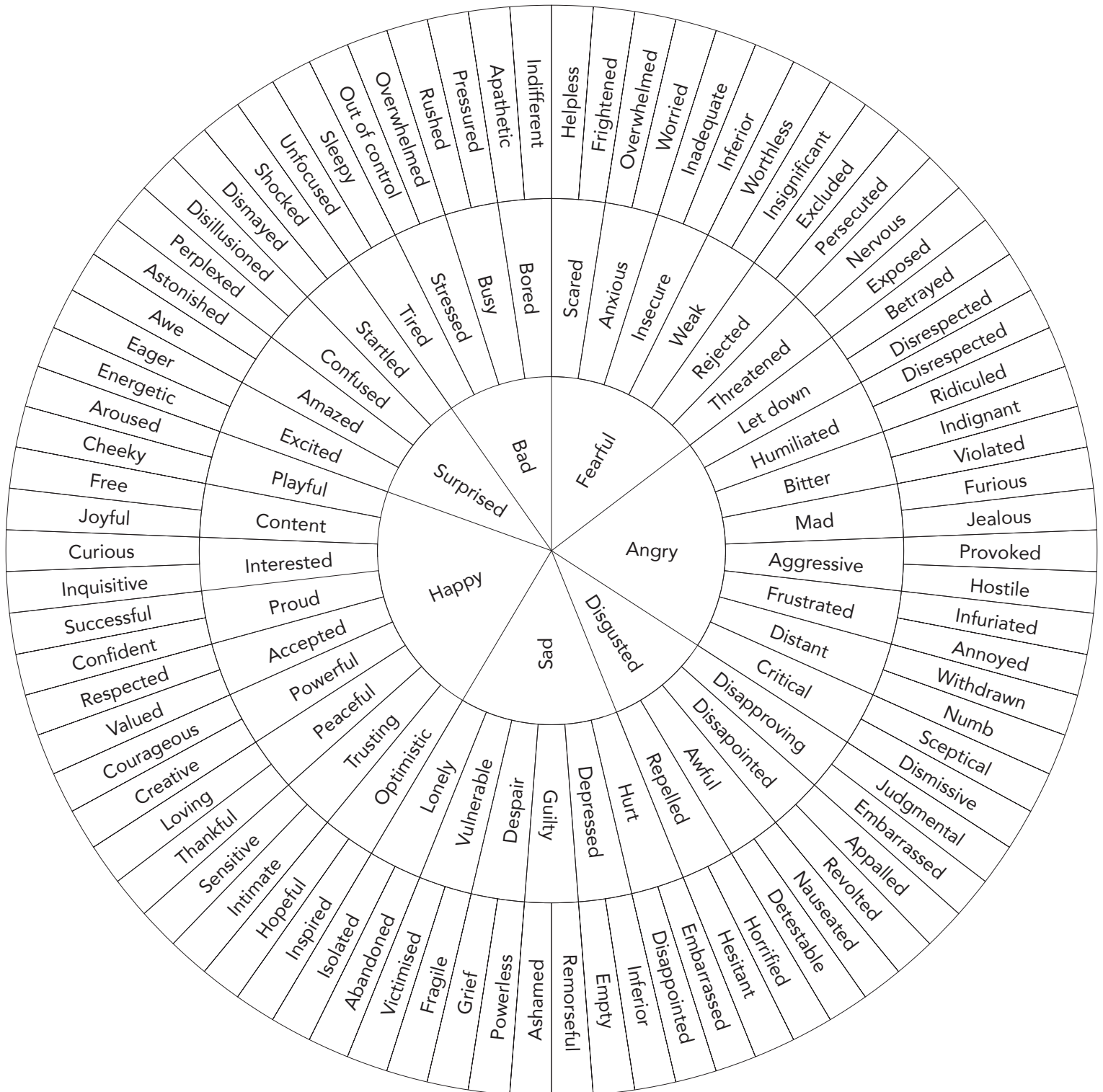
It is hard to stay positive when we internalize rejection, and yet that is exactly what we need to do to persevere toward what we want. When we feel defeated, we would be wise to remember that we have taken many risks in the past and we have been successful. We must risk failure and rejection to feel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

The Feelings Wheel

Created by Dr. Gloria Wilcox



Mental Health Recovery

Created by the:
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
(The text has been revised for greater self-determination.)

Mental health recovery is a journey of healing and transformation as we strive toward our full potential.

The 10 Fundamental Components of Recovery



Self-Direction: Lead, control and exercise your power of choice. Discover your path of recovery through autonomy and agency, and determine the resources that will support you to achieve a self-determined life. Define your life goals and design your unique path toward them!

Individualized and Person-Centered: There are multiple pathways to recovery based on your strengths and resiliencies; as well as your needs, preferences, experiences (including past trauma), and background.

Empowerment: Choose from a range of options. Discuss your needs, wants, desires, and aspirations! Gain control of your identity, destiny and influences and build your life.

Holistic: Recovery encompasses mind, body, spirit, and community. Recovery embraces all aspects of life, including housing, employment, and education. It also impacts spirituality, creativity, community participation, friendships and family relations.

Non-Linear: Recovery is not a step-by-step process. Instead, it is based on continual growth, occasional setbacks, and learning from experience. Recovery begins with awareness that positive change is possible and we learn even when we make mistakes. (Or especially when we make mistakes!)

Strengths-Based: Recovery “tools” include your resilience, talents, coping abilities, capacity and your inherent worth. YOU are important and valuable! By building on your strengths, you can engage in new roles, opportunities and trust-based relationships.

Peer Support: Sharing experiential knowledge, skills and social learning plays an invaluable role in recovery. People encourage each other and can feel a sense of belonging, support, value, and community.

Respect: Acceptance and appreciation are crucial to reinforce recovery. Self-acceptance, agency, and regaining belief in expanding your capacity and capabilities is particularly vital.

Responsibility: You know what works for you! Taking responsibility for your self-care strengthens your determination and agency. Progressing toward your goals may require great courage. Strive to understand and give meaning to your experiences as you identify coping strategies and healing processes. One day at a time, one moment at a time. Inch by inch. You can do it. (And only you can do it.)

Hope: Include essential and motivating messages of a better future in your day. Other people have been, and many are now, in the middle of difficult time. Hope can be fostered by friends, families, colleagues and even quotes from people who are no longer with us. Hope provides motivation to persevere!



PHILOSOPHY: our Human Operating System

"It's not fair!" "Good job." "Why can't I do that?" "You should eat more vegetables."

These statements, which seem to have nothing in common, are all based on beliefs, values, and judgement. These statements are all philosophical expressions.

According to the City University of New York's website, "philosophy is a combination of two Greek words, *philein sophia*, meaning lover of wisdom". Philosophy celebrates all kinds of thinking and provides a 'wholeness' about knowledge, recognizing that our beliefs about things are connected, and form the foundation of our epistemology or 'how we know what we know'.

Discussions about philosophy are often considered 'academic' or pointless, and are generally avoided yet, as demonstrated above, philosophy forms the foundation of the way we view the world and act in it. It also forms the foundation of how we believe people-in-society ought to act.

Philosophy covers: morals and ethics (which we all have, whether we articulate them or not). It also covers beliefs, values, and reasoning or logic; and the questioning of our assumptions about all of them - known as critical thinking.

Philosophy guides all learning, including what we determine is important to learn or whether we want to learn at all. Sadly, we are systematically denied a pursuit of the 'love of wisdom' in our basic mandatory school years. Rather than teaching us how to learn, or simply to love to learn, we are instead trained to accumulate and memorize facts, followed by dehumanizing testing to demonstrate retention. But memorizing is not understanding. It does not help us become caring or creative problem solvers. It does not help us listen or value each other's contributions to a collective community project. Aren't these skills at least as important as remembering how to multiply? (We can do that on a calculator anyway.) Testing kills our creativity...but we can revive it! We are never too old to learn, or to learn to love wisdom.

Socrates was a philosopher who loved to ask questions and to encourage others to ask questions. Socrates was not necessarily looking for answers. Instead, he often asked questions to understand how people think. Socratic questions, like the ones below, help us to understand each other:

- Why do you think that?
- What do you mean by that?
- Why is this question important?
- Could you put that another way?
- What do you think is the main issue here?
- Could you expand upon that point further?
- Why would someone make this assumption?
- Could you give me an example of what you mean?
- What assumptions can we make based on this question?
- Does this question lead to other important issues and questions?

As we will explore in the Moral Courage document, sometimes simply asking questions requires a great deal of courage. Although there is such a glut of information that it's difficult to make sense of it all, a lot of people are threatened when we ask questions...about the information, about beliefs or values and even about accepted norms, commonly called 'the status quo'.

But how can we learn if we don't ask questions? How can we grow if we don't question our own beliefs? How can we build a satisfying life if we don't determine what is valuable to us?

"The man who views the world at 50 the same as he did at 20 has wasted 30 years of his life."
- Muhammad Ali

WHAT IS PHILOSOPHY GOOD FOR?

Philosophy helps us:

- create meaning. Meaning guides our values, and values guide our lives.
- bolster our courage. People of all ages, all around the world, have endured and survived extremely difficult situations because of their beliefs.
- trust ourselves – our knowledge, our reasoning, and our beliefs! – and also to trust others, even when their beliefs are different from ours.
- understand identity: personal, group, national, global!
- recognize and address our desire to feel we have control over our lives, and help us grapple with our constant dual needs for autonomy and belonging
- interpret the world through different perspectives. We don't have to assume the perspectives, but understanding them can help us listen, understand, and 'walk a mile' in someone else's shoes

Moral Foundations Theory (MFT) www.moralfoundations.org

MFT was created by a group of social and cultural psychologists, including Jonathan Haidt, to understand why morality varies yet shows many similarities and recurrent themes. In brief, the theory proposes the concept of “intuitive ethics” used to construct cultural virtues, narratives, and institutions around the world. They consider these as universal moral foundations:

1) Care / harm:

This foundation is related to our long evolution as mammals with attachment systems and an ability to feel (and dislike) the pain of others. It underlies virtues of kindness, gentleness, and nurturance.

2) Fairness / cheating:

This foundation is related to the evolutionary process of reciprocal altruism. It generates ideas of justice, rights, and autonomy. [Note: In our original conception, Fairness included concerns about equality, which are more strongly endorsed by political liberals. However, as we reformulated the theory in 2011 based on new data, we emphasize proportionality, which is endorsed by everyone, but is more strongly endorsed by conservatives]

3) Loyalty / betrayal:

This foundation is related to our long history as tribal creatures able to form shifting coalitions. It underlies virtues of patriotism and self-sacrifice for the group. It is active anytime people feel that it's “one for all, and all for one.”

3) Authority / subversion:

This foundation was shaped by our long primate history of hierarchical social interactions. It underlies virtues of leadership and followership, including deference to legitimate authority and respect for traditions.

4) Sanctity / degradation:

This foundation was shaped by the psychology of disgust and contamination. It underlies religious notions of striving to live in an

elevated, less carnal, more noble way. It underlies the widespread idea that the body is a temple which can be desecrated by immoral activities and contaminants (an idea not unique to religious traditions).

5) Liberty / oppression:

This foundation is about the feelings of reactance and resentment people feel toward those who dominate them and restrict their liberty. Its intuitions are often in tension with those of the authority foundation. The hatred of bullies and dominators motivates people to come together, in solidarity, to oppose or take down the oppressor. We report some preliminary work on this potential foundation in this paper, on the psychology of libertarianism and liberty.

To explore more ideas in philosophy, check out the **Morals in Brief**, **JUDGE**, **VALUE**, and **BOUNDARIES** documents; or the reading list at the back of this book!

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!

Transition Tips

Reentry can be both exciting and frustrating! Our attitude toward release from prison is that it should be a simple matter of getting resettled, resuming routines, and reestablishing your relationships; but reality proves there is much more to it than that. Here is a list of tips to consider that can help you go through the transition process:

1. **Mentally prepare for the adjustment process.** Be prepared for anything... especially the most challenging things like rejection, depression, anger and disappointment. Also, be prepared for things to be NOT as you expect them to be.
2. **Give yourself permission to ease into the transition.** Allow yourself the space and time to acclimate to your new environment. Don't worry if it takes you a little while to get used to things again. You'll need time to reflect upon what is going on around you.
3. **Understand that the familiar will seem different.** You have changed; home has changed. You will see familiar people, places, and behaviors from new perspectives.
4. **Expect to do some 'cultural catching up'.** Clothes, trends, language, and more have changed!
5. **Reserve judgments.** Reserve all judgments of others, but especially negative judgments; just as you would like to have others reserve judgments of you. Resist the impulse to make snap decisions.
6. **Expect mood swings.** It is entirely possible for you to feel ecstatic one moment and completely defeated a short time later. It's okay; it is a part of the process.
7. **Allow sufficient time for reflection and self-analysis.** Your most valid and valuable analysis of an event is likely to take place after allowing time for reflection. Consider your core values and determine how you can live within them.
8. **Respond to inquiries thoughtfully and carefully.** Prepare to greet surprise questions with a calm, thoughtful approach. If you find yourself being overly defensive or aggressive, take a deep breath and relax.
9. **Seek support networks.** Don't isolate yourself! There are people who want to help you through your transition. You will find them if you look...
10. **Volunteer.** A great way to connect to community, build references and network with people and possibilities is to volunteer.

To prepare yourself for upcoming challenges, it is safe to expect the following:

- You will have to prove yourself (over and over and over).
- People will make many assumptions about who you are now.
- You will be different than when you left; your family and friends will be different, too!
- People will expect a lot from you.
- The way you'd hoped things would be will be different from the way they are.
- You will feel down or depressed after the initial return 'honeymoon' period. Please refer to our Culture Shock! page for further transition considerations.

MORAL GUIDES



Although, one of our most fundamental values is freedom, it is a moral that we never discuss. Instead of discussions, arguments or debates, nations, cultures, religions, families, individuals and even the media, turn to stories to pass on moral "guides". We have the "E Pluribus Unum" story, the "rugged individual" story, the "good neighbor" story, the "melting pot" story, and many more.

Our lack of moral courage is affecting us greatly, which I address on another page, so I'm excited to explore morals – an important part of philosophy, both culturally and individually - here in the Fair Shake Free School.

Let's begin our study with those who were here before everyone else: the native peoples. Miigwetch (thank you) for sharing this timeless wisdom!

A GIFT FROM THE ANISHINAABEG

Seven Grandfathers (and Seven Rascals) Principles for Living Well

Many people native to the Great Lakes region understand this teaching as what is needed for a community to survive. According to the authors at the Ojibwe.net website "Each Grandfather Teaching is a gift the Anishinaabeg carry, a potential tool for living a good life. Our understanding is that as we use these gifts our experience of living improves. Using these gifts in our lives is an ongoing challenge for each of us, requiring attention, discipline and perseverance."

The 7 Grandfathers are Wisdom, Love, Respect, Bravery, Truth, Humility, Generosity
The 7 Rascals are Greed, Revenge, Inferiority, Negative Attitude, Fear, Jealousy, Resentment

Nibwaakawin - Wisdom. Sound judgment, ability to teach others what you have learned or experienced. Use good sense and form a good attitude and course of action.

Zaagidiwin - Love. Strong affection for another forming out of kinship or personal ties; attachments based on devotion, admiration, tenderness, unselfish loyalty, concern. Feel and give absolute kindness for all things around you.

Minwaadendamowin - Respect. Showing regards for the value of persons or things through courteous consideration and appreciation, to be upright with a good giving heart. Don't hurt anything or anyone on the outside or the inside.

Aakodewewin - Bravery. The personal inner strength to face difficulties, obstacles and challenges. Have courage and a strong heart to make positive choices.

Debwewin - Truth. Sincerity in action, character, and utterance. Learn truth, honor truth, no truth, see truth.

Dibaadendiziwin - Humility. A measurement or reflection of your own self-worth. To be humble, to be human.

Miigwe'aadiziwin - Generosity. Sharing your ability, time, and extra or non-necessary things. Standing together / Responding to needs

THE STORY OF THE TWO WOLVES

A young girl told her grandmother that she was having a hard time. She said, "I can feel a fight going on inside me, Grandmother. It is a terrible fight and it is between two wolves. One is evil – she is anger, envy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego."

Her grandmother listened, and nodded gently.

"The other wolf is good", the young girl continued. "She is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion, and faith."

Her grandmother looked deeply into her eyes and said, "I know it's hard, granddaughter. The same fight is going on inside me....and in every other person, too."

The young girl reflected on what her grandmother said. Then she looked up and asked, "Grandmother, which wolf will win?"

Her grandmother replied softly, "The one you feed."

Fair Shake is DIY: Build Your Own Operating Principles

Operating principles, which are based on our values, articulate our personal philosophy and help us maintain the clear boundaries necessary to own our life and, hence, own our future. They change over time, developing as we develop. You are under no obligation to accept operating principles 'should-ed' on you by others ("You should try to fit in!", "You should get married.", etc.) . Sue's current Operating Principles are listed below to provide an example. You already have operating principles! To reflect on them, and further develop your list, write down hundreds of ideas, then group similar ideas together. Pare those down to a list that you can remember and commit to.

1. I value living an integrated life. UBUNTU! I am because we are.
2. I strive to develop meaningful relationships.
3. I foster personal growth.
4. I move intentionally and carefully toward my desired outcomes.
5. I listen actively and empathetically when others talk.
6. I own my actions, reactions, responses, decisions, opinions and attitudes.
7. I take a long-term perspective and consider future impact when making decisions.
8. I move away from my comfort zone into growth opportunities. I increase my capacity.
9. I reflect critically and generously; I remember my past as I accept my 'now' and create my future.
10. I do not 'should' on people; I offer options and stay available for questions or support.
11. I respect others' time and opinions.
12. I value honesty. I am courageous and invite others to be courageous, too.
13. I do not avoid confrontation; I say what needs to be said with care and respect.
14. I take care of the body and the mind that take care of me.
15. Words are possibilities, actions are commitments.
16. I strive to be authentic and to support other's authenticity. We all have unique contributions.
17. Learning is available everywhere and all of the time. Wisdom is not found in books; it is built through relationships, conversations, reflections and experiences.
18. Every one and every thing has value, even when I don't understand what it is.
19. Emotional, relational, time and other types of wealth are considered when I determine value.
20. I become stronger from adversity. I utilize my challenges to build inner strength which I can apply to my determination, to humanity, and to the future.

Consider making your Operating Principles a "living document" that grows and changes as you do.

PHILOSOPHY:



(to) JUDGE v.

OED: To form an opinion or conclusion



"Nice job!"

"That's a great haircut."

"You're amazing!"

We love to hear comments like this, and all of these statements are judgments.

One of the funny things about the word 'judge' is that it is almost always judged unfairly. One look through internet search pages – using a wide variety of search words – provided fewer than 5% of the results to the word 'judge' in a positive light (and then only when I used 'good' in the search; most of those results were from law firms and business websites!).

Judging well, so that we make good decisions, is one of the most valuable and important functions our brains can perform. But where can we learn to discern?

When we judge, we designate value. We determine if a thing is 'good' or 'bad', 'heavy' or 'light', 'beautiful' or 'ugly', etc. Judgements are relative to a belief system. To improve our ability to judge, we must expand our experience, and also our knowledge of ourselves and humanity.

We must judge when food is too hot to give to a child. We must judge if we have enough fuel to reach our destination. We judge our culpability in an unfortunate event. (Often generously. Flip this page to find out about the Fundamental Attribution Error)

Like many popular words and phrases, the word 'judge' is often referred to negatively, and is based on a fear or a projection of our own beliefs.

By reflecting on the word, we can open our minds and hearts to it's full potential, confront and de-escalate uncomfortable situations, and enlarge our feelings of humanity. We can understand that values, and the judgements that are made because of them, are personal; and that the judgments of others are no threat to our own.

Through understanding, we can own our judgments, and offer generosity when we hope that others, too, will judge us kindly.

Job interviews are all about judgments; an applicant must gather enough information to determine if the job that is available is one that will be satisfying, while the employer must also judge if the applicant will be a good match for the job and the team.

We must judge for safety. We must judge for nutrition content, carcinogenic (cancer-causing) content, and alcohol content. We must learn to say 'no'...which is a judgment about our limitations. We can be understanding and forgiving, which may be what we will want from others, too.

We can decide how we wish to judge, and see an opportunity to educate others when we know we are being judged. We have a lot of power!

Things we judge: FAIR * GOOD * BEST * SAFE * ENOUGH * IMPORTANT * VALUE * RIGHT

BELIEFS, MORALITY, VALUES AND JUDGMENT

They determine our choices and, hence, our possibilities!

"Judge so that you can make the best decisions for yourself; some choices are better than others."

- Sheila Baranoski

"We do not see things as they are, we see them as we are."

- Anonymous

"Good judgment comes from experience, and experience comes from bad judgment." - Anonymous

Examples of judging in action:

Decide: Should I articulate my boundary about this? If so, should I be gentle, forceful, or generous?

Discern: Is this partial story really just fake news? Does red dye #40 make me hyperactive?

Determine: Do I have enough time? Do I have enough energy / fuel to go the distance?

Reflect...and double-check:

When I think someone is judging me negatively, I can I stop to ask myself:

Is it ME who is judging THEM? Am I projecting my fears? Am I reading too much into the situation?

What behavior do they demonstrate that causes me to believe they are judging me negatively?

Could it be that I'm just hungry, hot (or cold), anxious about something else, or in a bad mood?

Is this just the **Fundamental Attribution Error** rearing its ugly head again?

FUNDAMENTAL ATTRIBUTION ERROR: (a common bias!)

When we judge others differently than we judge ourselves.

- When 'good' things happen to us, we tend to believe we earned them or deserve them. When good things happen to others, we tend to believe they were lucky.

- When unfortunate things happen to us, we tend to blame others for our misfortune, or believe we had bad luck. But when bad things happen to others, we often attribute their difficulties to their character, as if they are careless or foolish.

		Who did it?	
		myself	someone else
Outcome	positive	personality	circumstances
	negative	circumstances	personality

BIASES ARE SNAP-JUDGMENTS BASED ON OUR HISTORY.

We can decide HOW to judge. We can be generous in spirit to others, as we often are for ourselves. Through our actions, we help the people that we love make better judgments.

Considerations to improve your judgment:

- Be aware of your biases and filters. Listen carefully and question assumptions, including yours.
- Question the quality of the information you receive. Consider topics through a variety of sources for a more complete picture. Get out of the 'confirmation bias' echo chamber.
- Reflect on your history with the topic: what you've learned through your life, and who the sources were that informed you. Were they biased? Is it time to let go of the filter of false beliefs? Look for ways to expand your experience!
- Consider what you feel and what you believe. Reflect on your values; your values drive decisions! Seek the input of a third party when you can.
- Can you see more options; esp. options that may not be offered?
- Can you consider others in a generous light: as people who are striving, and who are mostly good?
- Can you see how your behavior or comments could be misunderstood?
- Can you be flexible enough to change your perspective?

**"Replace
judgment
with
curiosity."**

- Lynn Nottage

Finally, here are a few helpful questions to ask before making an important judgement:

1. Do I tend to act on impulse and later regret it? If so, how can I slow down and weigh my options?
2. Is this unlike anything I've seen before? If so, what should I do to learn more before I decide?
3. Are the stakes high? If so, should I do more research and gather more perspectives from others?

When we improve our judging abilities, we can help others improve theirs, too!

All Fair Shake documents are written solely as 'primers' or jump-off points to stir curiosity and desire for further investigation.

ELDER SUPPORT

This page is just a sample of resources on our constantly updated webpage: www.fairshake.com/elders

Elders (65 years old and older) make up the fastest growing age segment of the US population. This population will be targeted for support programs, transportation, activities and various types of living accommodations, and they will all change and expand along with the elders. And just like Fair Shake's web-page for Elder Support. We hope you will help us learn about other free resources. We can add them to our webpage so that everyone can benefit from them!

But before we list resources, here are some benefits of a 'gift exchange' with the elders in your life:

Gifts that elders can give to us: SLOWING DOWN. LIVE IN THE NOW. LISTENING SKILLS. HEALTH BENEFITS! REFLECTION SKILLS (How will we want to be treated when we need help?)

Gifts that we can give to elders: CARE. ATTENTION. NOTICING. LISTENING. DEFENDING THEIR DIGNITY, SELF-HOOD & AGENCY

Senior Employment These are federal programs; states have elder employment programs, too.



U.S. DEPARTMENT OF LABOR

Senior Community Service Employment Program

Provides training for low-income, unemployed seniors.
<https://www.dol.gov/agencies/eta/seniors>



careeronestop

your source for career exploration

Older Worker Program Finder

Find employment services for low-income, unemployed seniors.
<https://www.careeronestop.org/LocalHelp/EmploymentAndTraining/find-older-worker-programs.aspx>

Senior Volunteer Opportunities

Millions of elders (65 and older) volunteer every year.



AmeriCorps

AmeriCorps Seniors

americorps.gov/serve/americorps-seniors
They offer many ways you can help others.
Discover the program that's right for you!

Social Security Administration

ssa.gov

Office of Public Inquiries and Communications Support
1100 West High Rise
6401 Security Blvd.
Baltimore, MD 21235



Eldercare Locator

eldercare.acl.gov 1-800-677-1116

The U.S. Administration on Aging connects you to services for older adults and their families.

Family Caregiver Alliance

caregiver.org 800.445.8106

We're here to help you. All resources are free, and assistance through CareNav is free, secure, and private.



**Family
Caregiver
Alliance®**

CARING FOR ELDERS WHO NEED EXTRA CARE

Elders are a crucial segment of our community. They have much to teach us and many gifts to share. The elders of today were our caregivers when we were not able to take care of ourselves. They did not charge us for their efforts, and asked for nothing. Wouldn't it be nice to return the favor?

I realize this is not possible in many scenarios. I lived through one myself. But I know that with creativity and willingness, opportunities sometimes arise and we can simply share time with the elders in our life, even when they are getting support in a facility. Care-givers in facilities can do a lot, but they are often quite busy, and cannot slow down to share time to through a magazine, or sing, or go for a stroll.

According to the National Institute on Aging, 1/3 of all adults age 85 and older may have some form of dementia. There are several forms of dementia; Alzheimer's is just one type. Dementia is diagnosed when we reach a specific point in the forgetfulness spectrum. As of this writing, I'm 58 years old. I forget things all the time...like why I walked into a room, or what day it is, and many simple regularly-used words. We ALL, on occasion, forget, get confused, and even need help knowing what day it is. What we want, when we forget, is generosity and kindness from those around us. People with a dementia diagnosis want the same thing. Some nice gifts that we can offer them include:

**ACCEPTANCE * AGENCY * IDENTITY * LISTENING * NOTICING * EYE CONTACT * MUSIC
CARE * CHOICE between two things * OUTDOORS * NICELY SCENTED SOAP * SOFT TOWELS**



Validation Training Institute, Inc. <https://vfvalidation.org/>
P.O. Box 871 Pleasant Hill, OR 97455

Validation can help you improve and integrate new communication skills, gain competence and confidence in dealing with difficult situations. You will have less stress and frustration, and more joy.

Fair Shake Book Recommendation:

Dignity for Deeply Forgetful People by Stephen G. Post How Caregivers Can Meet the Challenges of Alzheimer's Disease

Learn to notice and appreciate expressions of continuing self-identity and include deeply forgetful people in your vision of a shared humanity! Drawing from years of experience, author Stephen Post challenges us to set aside 'hypercognitive biases' to learn from 'differently abled' people. He inspires us to deliberate about inalienable dignity, autonomy, identity, worth and authenticity. Post stresses the continuity of selfhood in persons (not patients, not victims, not disposable objects) experiencing the increasing challenges of cognitive decline. He argues for a deeper dignity grounded in consciousness, emotional presence, creativity, interdependence, music, and a self that is not "gone" but "differently abled."



Music can support mind and heart:

Music is deeply rooted in conscious and unconscious areas of our brain. Music can awaken the rich trove of memories that are associated with familiar songs or beloved pieces. Help the elders in your life connect to joy through music! You can sing, play favorite songs, play the soundtrack to musicals, leave the classical or jazz music station on all day.

Other ways to engage:

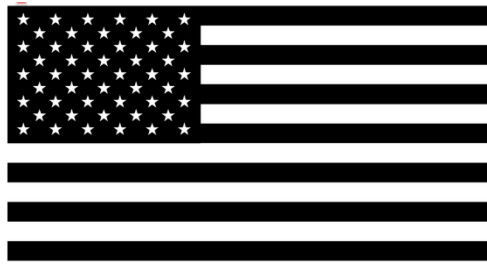
Art, Crafts, Gardening, Cooking / Eating, Looking Through Picture Books. These are all great activities for living in the present moment, and also for triggering good memories.

Just a few resources from our

Veteran's Page

Thank you for your service!

fairshake.net/veterans



This page was created to assist veterans who are, or have been, incarcerated. There are several resources on this page that may help reduce the pressures associated with reentry. Sadly, very few organizations provide mailing addresses any more. Fair Shake's Veteran's page is actually pretty large, but it has very few mailing addresses. Fair Shake continues to hold the Resource Guides that were available from 2012 -2016. Many of the organizations are still in operation so it's worth it to check them out. Resource guides like that are just not available anymore. (They are in the software application, too, which is FREE to all prisons and jails.)

VA | Vets.gov

Get the VA benefits you've earned

www.vets.gov

All resources available online only.

Disability Benefits, Health Care Benefits, Education Benefits, Housing Assistance, Careers and Employment, Life Insurance, Pension Benefits, Burials and Memorials, Family and Caregiver Benefits (Links to the forms are available on the Fair Shake website.)

Wounded Warrior Project

The WWP mission is to honor and empower Wounded Warriors who incurred a physical or mental injury, illnesses, or wound, co-incident to your military service on or after September 11, 2001.

Wounded Warrior Project
4899 Belfort Road, Suite 300
Jacksonville, FL 32256

ph: 877-832-6997

www.woundedwarriorproject.org



Other resources found on the Veteran's Page:

Veteran Justice Outreach (VJO) Initiative www.va.gov/homeless/vjo.asp

The Transition Assistance Program (TAP) www.benefits.va.gov/vow/tap.asp

How Incarceration Affects Eligibility for VA Benefits
www.benefits.va.gov/PERSONA/veteran-incarcerated.asp

VA Benefits for Homeless Veterans

www.benefits.va.gov/PERSONA/veteran-homeless.asp

VETNET: A Career Service for Those Who've Served

www.vetnethq.com

Helmets to Hardhats: helmetstohardhats.org

Note: very few organizations offer mailing addresses any more. Much more information, including brochures and forms, can be found on the Fair Shake website and in the FREE software. (It's free for all prisons and jails to load onto any computer and share with you.)

Fair Shake is an OPEN resource. It is FREE for everyone to use!

PRE-RELEASE INVENTORY

Additional items to add to your list!

1. List the gifts that you bring with you!

- Include your courage, determination and authenticity.
- Your ability to listen well and offer the greatest gift a person can give: your attention.
- The special tools and skills you've developed to share with employers, coworkers, customers and clients.
- Expanded knowledge, compassion and commitment to those who are close to you.
- The unique perspective, and pro-social community-building skills that you have to construct the future with others!



2. Prepare for tough times. Write down book titles, articles, names of friends and family, and community resources you can turn to when things are tough; or when you feel down or vulnerable. When it's difficult to reach out to people; books may be a good place to start.

3. Check for "Over-Confidence". It's crucial to be confident...but foolish to be over-confident! Here are a couple of ideas to locate and address possible points of overconfidence:

- + Play "Devil's Advocate". Be critical and pessimistic. If possible, solicit the help of a friend or a young person. (In general, the young are better at this than adults.)
- + Resist comparing yourself to others. Everyone does things differently!
- + Listen to, and address, concerns or criticisms from others. This doesn't mean you need to argue with them or change course. Just check to see if you are fully considering their perspective.
- + Mix modesty and humility with enthusiasm.

4. Remember: you've got a lot of choices ahead! There's always more than one option, and almost always more than two. Try to find at least 4 options from which you can build or blend options to create your best opportunities!

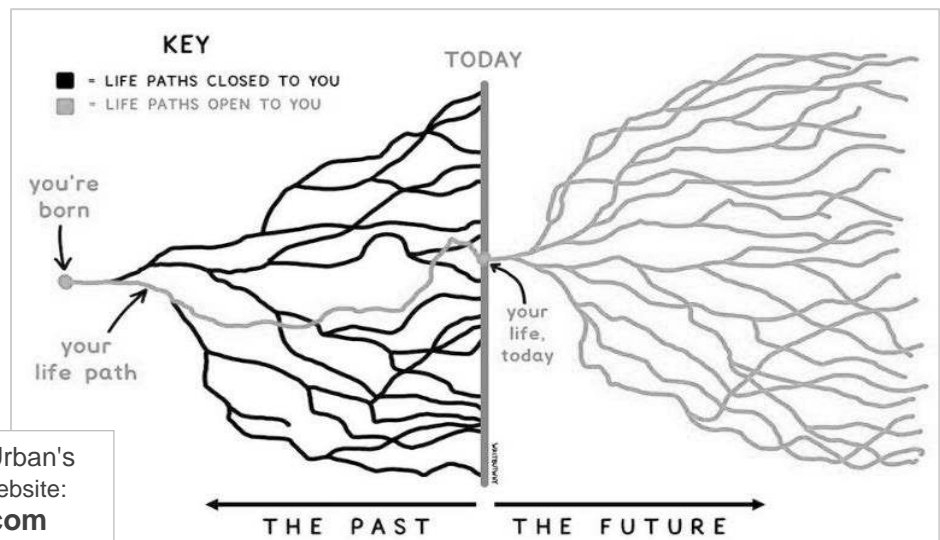


Image from Tim Urban's
Wait But Why website:
waitbutwhy.com

AGENCY and ACTION

What can we do,
with what we have,
where we are,
right now ?

*** We can get ready for change; ready to build what comes next; ready for the unknown! We can read, write, plan, draw, and think – as a strategic problem solver and community building collaborator.

*** We can stay flexible...mentally and physically...so that whatever comes, we will be ready and able to adjust and contribute.

*** We can reflect, and deepen our understanding and compassion.

*** We can consider the things that we would most love to give our deep attention to and consider how our unique gifts could bring strength to the areas we are most passionate about.

*** We can gather tools and build skills that we will need such as attending to issues with anxiety, depression, loneliness, self-doubt; or deepening skills we already have and which are so hard to find such as listening and caring.

*** We could learn something important for community building, so we can share it with any community we join.

*** Feel free to reach out to Fair Shake to see if we can connect you with a group of people who are working in the area where you would like to invest your efforts: outreach@fairshake.net.

Wishing you all the best through your transitions to come! Your success is important to me...and to our future together. **Ubuntu!**



FREE BOOKS PROGRAMS!

This list was created on 9/23/21. If you find that some of the programs are no longer available, would you please let me know? Thanks! ~ sue Fair Shake, PO Box 63, Westby, WI 54667

California

Pages and Time
PO Box #66583
Los Angeles, CA 90066
Serves: Libraries at
Wasco/Delano State Prisons
and Chino Women's Prison

Prison Library Project
586 West First Street
Claremont, CA 91711
Serves: All US states
Except: MA

Connecticut

Connecticut Prison Book
Connection
P.O. Box 946
Rocky Hill, CT 06067-0946
Serves all states

District of Columbia

DC Books to Prisons Project
PO Box 34190
Washington, DC 20043
Serves: state and federal
prisoners in 34 states, and
federal prisoners in Arizona.
With the exception of DC
residents in federal prisons,
Except: CT, FL, IL, MA, ME,
MI, NH, NJ, NY, OR, PA, RI,
VT, WA, or WI.

Florida

Open Books Prison Book
Project
1040 N. Guillemard St.
Pensacola, FL 32501
Serves: FL only

Illinois

Chicago Books to Women in
Prison c/o RFUMC
4511 N. Hermitage Ave.
Chicago, IL 60640

Serves: women and trans
people in the BOP and in these
state prisons in AZ, CA, FL, IL,
IN, KY, MS, OH

Haymarket Books
P.O. Box 180165
Chicago, IL 60618
Serves: entire US. The only
info they need is your full
mailing address and a sense of
what kind of books they are
interested in reading.

Liberation Library
@ In These Times
2040 N Milwaukee Ave
Chicago, IL 60647
Serves youth Illinois youth
prisons and select jails

Urbana-Champaign Books to
Prisoners Project
UC Books to Prisoners
Box 515 Urbana IL 61803
Serves: Illinois

Indiana

Midwest Pages to Prisoners
Project
PO Box 1324
Bloomington, IN 47402
Serves: AR, IA, IN, KS, MN,
MO, ND, NE, OK, and SD

Kentucky

Louisville Books to Prisoners
McQuixote Books & Coffee
Attn: Louisville Books to
Prisoners
1512 Portland Ave #1
Louisville, KY 40203
Serves: KY and VA

Louisiana

Louisiana Books 2 Prisoners
3157 Gentilly Blvd. #141
New Orleans, LA 70122
Serves: AL, AR, LA.

Massachusetts

Great Falls Books Through
Bars
PO Box 391
Greenfield, MA 01302
Services US, except MA

Prison Book Program
c/o Lucy Parsons Bookstore
1306 Hancock St, Suite 100
Quincy, MA 02169
Serves: All US states Except
CA, IL, MI, MD, NV, and TX

Minnesota

Women's Prison Book Project
3751 17th Ave S
Minneapolis, MN 55407
Serves: All US states
Except: CT, FL, IL, IN, MA, MI,
MS, OH, OR, and PA

Mississippi

Big House Books
PO Box 55586
Jackson, MS 39296
Serves: Mississippi only

Missouri

Missouri Prison Books
Program
438 N. Skinker Blvd
St. Louis, MO 63130
Serves: MO

New Jersey

Books Behind Bars
PO BOX 2611
Wildwood, New Jersey 08260
Serves: NJ only

New York

NYC Books Through Bars
c/o Bluestockings Bookstore
116 Suffolk Street
New York, NY 10002
Serves: All US states
Except: AL, FL, LA, MA, MI,
MS, NC, OH, and PA, NY.

North Carolina

Asheville Prison Books
Program
67 N. Lexington
Asheville, NC 28801
Serves: NC, SC

Prison Books Collective
PO Box 625
Carrboro, NC 27510
Serves: men in NC

Saxapahaw Prison Books
347 S Main St
Burlington, NC 27215
Serves: GA and NC

Tranzmission Prison Project
PO Box 1874
Asheville, NC 28802
Serves: LGBTQ nationwide

Ohio

Athens Books to Prisoners
30 1st Street
Athens, OH 45701
Serves OH

Oregon

Rogue Liberation Library
PO Box 524
Ashland, OR 97520
Serves: AZ, CA, CO, ID, MT,
NV, NM, OK, OR, TX, UT, WA,
WY and the BOP nationwide.

Pennsylvania

Book 'Em
PO BOX 71357
Pittsburgh PA 15213
Serves: PA only
Books Through Bars

4722 Baltimore Ave
Philadelphia, PA 19143
Serves: PA, NJ, NY, DE, MD,
VA, and WV

Rhode Island

Providence Books Through
Bars
42 Lenox Ave
Providence, RI 02907
Serves: All US states
Except: AL, AR, FL, IL, KY, LA,
MA, ME, MS, NY, NC, OH, PA,
SC, WA, WI

Tennessee

Tennessee Prison Books
Project
P.O. Box 22846
901 Broadway
Nashville, TN 80202
Serves: TN only

Texas

Inside Books
P.O. Box 301029
Austin, Texas 78702
Serves: TX only

Vermont

Vermont Books to Prisoners
PO Box 234
Plainfield, VT 05667
Serves: New England states

Virginia

Books Behind Bars
Friends of the Jefferson-
Madison Library
attn: Books Behind Bars
1500 Gordon Ave.
Charlottesville, VA 22903
Serves: VA only

Washington

Books to Prisoners
92 Pike St. Box A
Seattle, WA, 98101
Serves: US, except CA + MA

Lopez Books

P.O. Box 327
Lopez Island, WA 98261
Serves: WA and AK only

West Virginia

Appalachian Prison Book
Project
PO Box 601
Morgantown, WV 26507
Serves: KY, MD, OH, TN, VA,
WV

Wisconsin

LGBT Books to Prisoners
1202 Williamson St.
Madison, WI, WI 53703
Serves: LGBTQ prisoners in all
states Except TX

Wisconsin Books to Prisoners
c/o Social Justice Center
Incubator
1202 Williamson St #1
Madison, WI 53703
Serves: WI only

Free Magazine Subscriptions

The Sun Magazine
An award-winning, ad-free
magazine of interviews,
essays, fiction, poetry, and
photography. They offer free
subscriptions to incarcerated
individuals. To request a free
subscription, write to:

The Sun Customer Service
P.O. Box 323
Congers, NY 10920




The Militant
A socialist newsweekly.
Subscriptions for prisoners are:
\$6 for six months. Prisoners
without funds can get a free
six-month subscription upon
request. Write to:

The Militant
306 W. 37th St. 13th Floor
New York, NY 10018

WELCOME TO FAIR SHAKE! ➔ www.fairshake.net

PRINT THIS PAGE to guide you as you explore the Fair Shake Do-It-Yourself Reentry Resource Center. There is a lot of information on the website! This guide will help you get find your way around.

3 important items for you to remember:

1. If you ever get lost on the website (or any website), click on the logo to return to the home page.
2. Words in blue are links to pages on our website, other websites or documents that you can also print.
3. Icons you will see:
 -  Available off-line and on-line
 -  Available on-line only
 -  Documents available off-line and on-line



➤ [Resource Directory](#)
➤ [Resource Directory](#)

Fair Shake Website Home Page: ➔ www.fairshake.net



Do It Yourself!

- You are unique! No one knows what you need better than you do
- Explore new opportunities!
- No tracking, nudging, or monitoring



Fair Shake Reentry Tool Kit

- [Resource Directory](#)
- [Reentry Packet](#)
- [Ownership Manual](#)
- [Building Computer Skills](#)
- [Find a Job](#)
- [Become a Member!](#)
- [Educate Yourself!](#)

Find RESOURCES:

Resource Directory – search our huge data base!
Resource Guides – local, regional, and national brochures, books, and interactive websites

Find EMPLOYMENT

Prepare For Work
Find A Job (also includes Start Your Own Business)
Help an Employer Hire You!

Explore LEARNING OPPORTUNITIES

Formal, Informal, Non-formal
Higher Ed, Life Skills, Lifelong Learning

And Improve COMPUTER SKILLS!

Step-by-Step Tutorials and Internet Safety Tips

SEARCH the entire Fair Shake WEBSITE

It is like a REENTRY, DEVELOPMENT and COMMUNITY-BUILDING LIBRARY!

You can find all the pages on our website from almost any location on our website! By hovering over the four menu tabs on the left side of our home page, you will activate the menu bar to reveal links to pages organized under headings.

STEP BY STEP:

Look to the left side of any page and you will see a dark purple column. Do you see the words: Reentry Resources, Information Center, Member Menu and About Fair Shake? Hover your cursor (don't click) over the words Reentry Resources at the top of the column. To 'hover', move the cursor – which usually looks like an arrow – over a tab. You will see the cursor switch to the image of a hand. The Menu Title will then change to light-purple and the Menu will appear to the right. Next, you can move your cursor over the words in the menu. Hover over any of the titles and the color will change to orange and a line will be added underneath. Click on the title that interests you, and you will go to that page on the website.



Most websites work like Fair Shake:

- Click on the logo to return to the home page
- Find the sitemap at the bottom of almost every page
- Words that change color are often links
- Learn about an organization's Mission and Vision by visiting the "About Us" page.

Found at the bottom of each webpage, the Sitemap also shows all of the pages on the website:

Home / Sitemap / Privacy Policy / Help / Contact Us / Back to Top

Fair Shake's (large and growing!) webpage for you: (I hope you will help me build it and make it more effective!)

Formerly and Currently Incarcerated People



outreach[at]fairshake(dot)net

Are you ready to get a fair shake? We exist to support your successful transition! Fair Shake is like a reentry hardware store: we have tools, resources and information to support you as you build your new life, including bridges of trust with your family, employers, property managers and the community.

Remember, many of America's most highly treasured stories are those involving redemption and pulling ourselves out of tough situations to create meaningful and fulfilling lives. This can be your story!

For those of you who are currently incarcerated and are able to email us, you can request a reentry packet, ask questions or send comments and suggestions to

Employment



Looking for information to help you find a job? Check out our Find A Job page!
If you're getting ready to apply or interview, check out our Prepare For Work page!

New to Computers?

Need help with your computer skills? Learn more about using your computer on our Building Computer Skills page!



Keep your documents safe(ish) in the cloud!
Google online storage

Educate Yourself!



Need more math skills? Concerned about your grammar? Looking to pick up more knowledge or skills? Visit our Educate Yourself page.

List of correspondence schools that offer paper-based formats:
Correspondence Schools

Financial Aid

Federal Student Aid Information Center
P.O. Box 84
Washington, D.C. 20044
1-800-433-3243
<https://studentaid.ed.gov/sai/>



Education not found in school:

The School of Life.

The School of Life explores unconventional education to assist people in the quest for a more fulfilled life.

Watch the introduction video here ->

Here are some topics we thought might interest you:

Self: https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ_AZJD7VM2p9-6N8v

Relationships: https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ_AZJD7VM2p9-6N8v

Work + Capitalism: https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ_AZJD7VM2p9-6N8v

You can find more on the School of Life on the Educate Yourself page!

Fair Shake Reentry Packet



Our Reentry Packet is loaded with reentry information including tools and materials for building bridges of transformation and trust.

Fair Shake Reentry Packet

Choose Your Perspective

You have the right to Choose Your Perspective regardless of what you may encounter in life. For further insight and documents by other authors, view our Choose Your Perspective page at <https://www.fairshake.net/reentry-resources/choose-your-perspective/>

Swelling
Handling Frustration
Working Through Depression
Managing Anger
Dealing with Rejection
Resisting Influence

Fair Shake Resource Directory

Find food, employment training, free stuff, housing, health care, family support, and nearly 15,000 resources and 400 reentry publications and links in our FREE Resource Directory!



RZero



<http://rzero.org/>

The RZero Solution resulted by compiling hard-won wisdom from those living through the difficult and often confusing experience of incarceration. FREE Resource Database! <http://rzero.org/resource-database-2>

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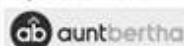
A FREE national resource service available by phone or internet to help folks in need find resources they seek. 24 hours a day, 7 days a week. They list resources for food, shelter, employment, education, housing, mental and physical health, specific services for veterans, special needs and reentry, a safe path out of physical and/or emotional abuse. A service of United Way. www.211.org



Aunt Bertha

<https://company.auntbertha.com/>

Search for free or reduced cost services like medical care, food, job training, and more. Too many Americans are suffering, and they don't need to. We created a social care network that connects people and programs - making it easy for people to find social services in their communities, for nonprofits to coordinate their efforts, and for customers to integrate social care into their work.



Vital Documents

Social Security
Supplemental Security Income
What Prisoners Need to Know
More Publications

Social Security Card

<https://www.ssa.gov/numbers/>

[social-security-card-info.pdf](https://www.ssa.gov/numbers/)

This is the ss-5 form.

<https://www.socialsecurity.gov/forms/ss-5.pdf>

[social-security-card-form-ss-5.pdf](https://www.ssa.gov/numbers/)

Write For Vital Records - All States

Certificates of Birth, Death, Marriage, Divorce

<http://www.cdc.gov/nchs/w2w.htm>

[vital-records.pdf](https://www.cdc.gov/nchs/w2w.htm)

DMV Request Outline:

There are many reasons you may wish to write to the Department of Motor Vehicles (DMV) to request relief. Perhaps you have very old parking tickets, or your license was suspended, et al. You may find some leniency from the DMV to help you drive again, especially to get to work. This form has been created by folks in the FCI Sandstone Career Resource Center and is meant to be used as a template or outline for you to use to create your own.

DMV Change Request Outline

Motivation Tips
Culture Shock
How To Watch TV
Ubuntu: Building Social Fabric

Transition Tips
Educate Yourself
Gratitude

Fair Shake Peer Learning / Self Study Guides

A Self-Study/Workshop Guide for groups and individuals and we would like your input in order to create the most effective material.

Peer Learning / Self Study Guides

Fair Shake Inside News

Read the newsletters here

Sign up at outreach@fairshake.net

Looking for Books?

Check out our Free Books Programs page!

For Veterans

<https://www.fairshake.net/veterans-page/>

THANK YOU FOR YOUR SERVICE!



The veterans' page was created to assist veterans who have been incarcerated as well as their families. The programs and resources on this page can help reduce the pressures associated with reentry. Our hope is that you will find these resources helpful in providing relief as you face the challenges of finding and supporting an effective way of life after incarceration. Thank you for your service to our country.

The Transition Assistance Program (TAP) was established to meet the needs of veterans during their period of transition into civilian life by offering job-search assistance and related services. The guide books below were created specifically to support you by applying considerations from your service life to your job seeking. Check in with your local TAP program to find out about jobs that are available near you. To locate your local support office, click on this link:

<http://www.benefits.va.gov/vowtap.asp>

Personal Appraisal & Career Exploration

Job Search Strategies & Interviews

Reviewing Job Offers & Support and Assistance

Become a Fair Shake Member!

Personal Web Page
Data Storage
Save your Resources
Tutorials



Become a Member, it's FREE!

Click to play video



Housing

We receive very little housing information, especially on a national scale. Recently, however, the two-part document came to us from a HUD representative. So began my attempt to connect you to HUD.

HUD regional locations

Two Part Reentry HUD Housing Request

Since HUD does not offer any documents (that I could find) of their locations (the book does not even offer office locations, only links and email addresses) please ask your people outside to investigate further.

U.S. Department of Housing and Urban Development
451 7th Street S.W.
Washington, DC 20410
Telephone: (202) 708-1112

<https://portal.hud.gov/portal/hud>

HUD Programs

Community Development Block Grants (CDBG) Program
HOME Investment Partnership (HOME) Program
Housing Choice Voucher Program (Section 8) at HUD
Housing Choice Voucher Program (Section 8) at Benefits.gov
Neighborhood Stabilization Program (NSP)
Public Housing Programs
Section 202 Supportive Housing for the Elderly Program
Section 811 Supportive Housing for Persons with Disabilities

PREPARING FOR PAROLE?

You might want to consider the info in these

Parole Board Handbooks

Ohio Parole Board Handbook 2017

New Parole Board member (State, Federal, and Military) handbook

Tax FAQ's from the IRS

Get Right With Your Taxes

For Parents

It's important to stay connected!

Children of Incarcerated Parents - Bill of Rights

Children of Incarcerated Parents' Library

Biblioteca sobre niños de presos

Prison Parenting Programs - May 2016

Sesame Street: On Incarceration

Tips for Incarcerated Parents

Little Children, Big Challenges

Tips for Caregivers

Can you change your child support order?

State by State Guide Changing a Child Support Order

Improve Your Financial Outlook!

Check out the Money Management page!



Improve your Credit Score

Build a Budget Worksheet

InCharge Debt Solutions

InCharge offers a free credit counseling service that provides help with budgeting, solutions for becoming debt free and tips to successfully manage your money. The goal of credit counseling is to provide a solution that helps you achieve debt relief and get on a financially healthy path. The service can be done over the phone or online.

You may be able to:

Lower your interest rates
Reduce monthly payments
Credit scores are not a factor
Eliminate fees and over-limit charges
Stop harassing calls from debt collectors
Consolidate credit bills into one monthly payment
Build a realistic budget and financial plan you can follow



InCharge Debt Solutions

5750 Major Blvd, Suite 300

Orlando, FL 32819

Mental and Physical Health

Visit the Swellness Page!

<https://www.fairshake.net/swellness/>

Physical Health Page (just getting started!)

Help Yourself Therapy.com

HelpYourselfTherapy.com is a website that offers free, confidential, practical advice from a therapist. The Self-Therapy model is easy to understand and self-disclosure is never needed. Everything is completely confidential. Click on the link below to view the list of topics from the website.

<http://helpyourselftherapy.com/topics/index.html>

Voting Rights



Voting rights vary from state to state. In two states, Maine and Vermont, incarcerated people can vote in prison. In all other states people in prison lose their voting rights all together. Voting rights are automatically reinstated at various times throughout the completion of the sentence. There are no longer any states with a lifetime voting ban!

According to The Sentencing Project, felony disenfranchisement (the loss of voting and other civil rights) is an obstacle to participation in democratic life which is exacerbated by racial disparities in the criminal justice system (and creates) a disproportionate impact on communities of color.

To find out more, please visit The Sentencing Project:

<https://www.sentencingproject.org/issues/felony-disenfranchisement/>

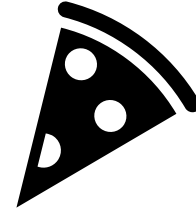
NATIONAL INVENTORY OF THE COLLATERAL CONSEQUENCES OF CONVICTION

Collateral Consequences of a Criminal Conviction

Collateral consequences are legal and regulatory sanctions and restrictions that limit or prohibit people with criminal records from accessing employment, occupational licensing, housing, voting, education, and other opportunities of a criminal conviction. This state / national resource is now a project of the Council of State Governments.

Website: <https://nccic.org/justicecenter.org/>

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

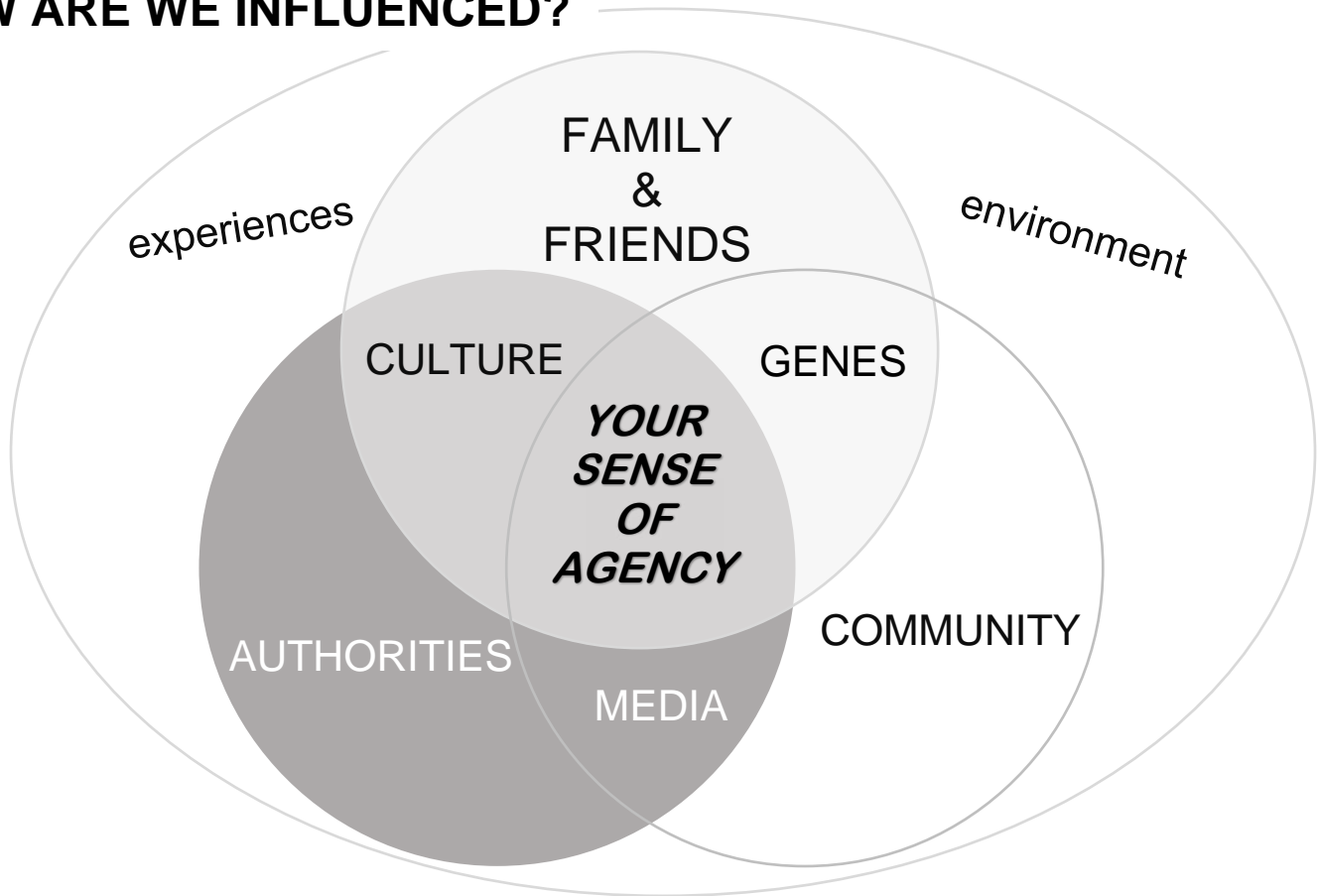
Shortcuts to Remember Cialdini's Principles of Influence (formerly 6, now 7!)

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'.

Exploring *IDENTITY*

What Makes You YOU?

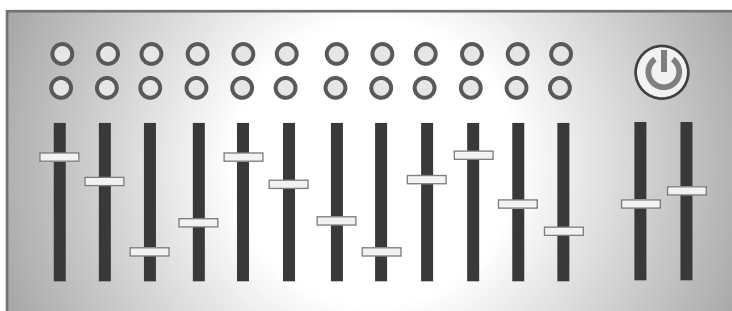
Who we are - at any given time - is a compilation of our experiences, our interests and intentions, our environment, our body, our mind (whatever that is) and our spirit (whatever that is). Mind and spirit are very important to us. They are at the foundation of our values and beliefs, and drive our desires, 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!



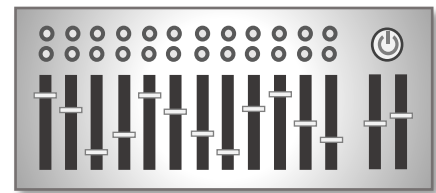
Although it may sometimes feel like other people are shaping us, we are always at the wheel. Our bodies may be directed, controlled, or limited in one way or another, but our minds are free. We can surmount limitations in our minds by questioning some of the beliefs that were given to us when we were 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.

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/>

Desmond Tutu: On Why We Forgive

By letting go of past hurts, we can heal not only ourselves, but our families, our communities, and our world.
Archbishop Desmond Tutu and Mpho Tutu: from spiritualityhealth.com and theguardian.com 2014 (edits by sk)

There were so many nights when I, as a young boy, had to watch helplessly as my father verbally and physically abused my mother. I can still recall the smell of alcohol, see the fear in my mother's eyes, and feel the hopeless despair that comes when we see people we love hurting each other in incomprehensible ways. If I dwell in those memories, I can feel myself wanting to hurt my father back, in the same ways he hurt my mother, and in ways of which I was incapable as a small boy. I see my mother's face and I see this gentle human being whom I loved so very much and who did nothing to deserve the pain inflicted upon her.

When I recall this story, I realize how difficult the process of forgiving truly is. Intellectually, I know my father caused pain because he was in pain. Spiritually, I know my faith tells me my father deserves to be forgiven as God forgives us all. But it is still difficult. The traumas we have witnessed or experienced live on in our memories. Even years later they can cause us fresh pain each time we recall them.

Are you hurt and suffering? Is the injury new, or is it an old unhealed wound? Know that what was done to you was wrong, unfair, and undeserved. You are right to be outraged. And it is perfectly normal to want to hurt back when you have been hurt. But hurting back rarely satisfies. We think it will, but it doesn't. If I slap you after you slap me, it does not lessen the sting I feel on my own face, nor does it diminish my sadness as to the fact you have struck me. Retaliation gives, at best, only momentary respite from our pain. The only way to experience healing and peace is to forgive. Until we can forgive, we remain locked in our pain and locked out of the possibility of experiencing healing and freedom, locked out of the possibility of being at peace.

Without forgiveness, we remain tethered to the person who harmed us. We are bound with chains of

bitterness, tied together, trapped. Until we can forgive the person who harmed us, that person will hold the keys to our happiness; that person will be our jailor. When we forgive, we take back control of our own fate and our feelings. We become our own liberators. We don't forgive to help the other person. We don't forgive for others. We forgive for ourselves.

The Science of Forgiveness

The discussion of forgiveness was once left to the religious. It is now studied by philosophers, psychologists and physicians. The findings show that forgiving transforms people mentally, emotionally, spiritually, and physically. Psychologist Fred Luskin writes, "In careful scientific studies, forgiveness training has been shown to reduce depression, increase hopefulness, decrease anger, improve spiritual connection, [and] increase emotional self confidence."

As more and more scientists document the healing power of forgiveness, they also look at the mentally and physically corrosive effects of not forgiving. Hanging on to anger and resentment, living in a constant state of stress, can damage the heart as well as the soul. In fact, research has shown that failure to forgive may be a risk factor for heart disease, high blood pressure, and chronic stress-related illnesses. Medical and psychological studies have shown that a person holding on to anger and resentment is at an increased risk for anxiety, depression, and insomnia, and is more likely to suffer from high blood pressure, ulcers, migraines, backaches, heart attack, and even cancer.

In the end, science will prove what people have known for millennia: forgiving is good for you. Health benefits are only the beginning. To forgive is also to release yourself from whatever trauma and hardship you have experienced and reclaim your life as your own.

Healing the Whole

When we are uncaring, when we lack compassion, when we are unforgiving, we will always pay the price for it. It is not, however, we alone who suffer. Our whole community suffers, and ultimately our whole world suffers. We are made to exist in a delicate network of interdependence. We are sisters and brothers, whether we like it or not. To treat anyone as if they were less than human, less than a brother or a sister, no matter what they have done, is to contravene the very laws of our humanity.

In my own family, sibling squabbles have spilled into intergenerational alienations. When adult siblings refuse to speak to each other because of some offense, recent or long past, their children and grandchildren can lose out on the joy of strong family relationships. The children and grandchildren may never know what occasioned the freeze. They know only that "We don't visit this aunt" or "We don't know those cousins." Forgiveness among the members of older generations could open the door to healthy and supportive relationships among younger generations.

Freeing Ourselves

Unconditional forgiveness is a grace; a free gift freely given. In this model, forgiveness frees the person who inflicted the harm and it also frees the one who forgives. The one who offers forgiveness as a grace is immediately untethered from the yoke that bound him or her to the person who caused the harm. When you forgive, you are free to move on in life, to grow, to no longer be a victim. When you forgive, you slip the yoke, and your future is unshackled from your past.

Our Shared Humanity

Forgiveness is a choice we make, and the ability to forgive others comes from the recognition that we are all flawed and all human. We all have made mistakes and harmed others. We will again. We find it easier to

practice forgiveness when we can recognize that the roles could have been reversed. Each of us could have been the perpetrator or the victim.

In some situations, we have been harmed, and in others we have harmed. And sometimes we straddle both camps, as when we trade hurts with our partners. Not all harms are equivalent, but this is really not the issue. Those who wish to compare how much they have wronged to how much they have been wronged will find themselves drowning in a whirlpool of victimization and denial.

People are not born hating each other and wishing to cause harm. It is a learned condition. I do not say this because I am a saint. I say this because I have sat with condemned men on death row, I have spoken with former police officers who have inflicted torture, I have visited child soldiers who have committed acts of nauseating depravity, and I have recognized in each of them a depth of humanity that was a mirror of my own.

The Invitation to Forgive

The invitation to forgive is not an invitation to forget. Nor is it an invitation to claim that an injury is less

hurtful than it is. It's not okay to be injured. It's not okay to be abused. It's not okay to be violated. It's not okay to be betrayed.

The invitation to forgive is an invitation to find healing and peace. In my native language, Xhosa, one asks forgiveness by saying, Ndicel' uxolo—"I ask for peace." Forgiveness opens the door to peace between people and opens the space for peace within each person.

If I traded lives with my father, if I had experienced the stresses my father faced, if I had to bear the burdens he bore, would I have behaved as he did? I do not know.

My father has long since died, but if I could speak to him today, I would want to tell him that I had forgiven him. What would I say to him? I would begin by thanking him for all the wonderful things he did for me as my father, but then I would tell him that there was this one thing that hurt me very much. I would tell him how what he did to my mother affected me.

Since I cannot speak to him, I have had to forgive him in my heart. If my father were here today, whether he

asked for forgiveness or not, and even if he refused to admit that what he had done was wrong or could not explain why he had done what he did, I would still forgive him. Why? Because I know it is the only way to heal the pain in my boyhood heart.

Forgiving my father frees me. When I no longer hold his offenses against him, my memory of him no longer exerts any control over my moods or my disposition. His violence and my inability to protect my mother no longer define me. I am not the small boy cowering in fear of his drunken rage. I have a new and different story. Forgiveness has liberated both of us. We are free.

A human life is a great mixture of goodness, beauty, heartbreak, love, cruelty, indifference and so much more. The simple truth is, we all make mistakes, and we all need forgiveness. There are times when all of us have been thoughtless, selfish or cruel. No act is unforgivable; no person is beyond redemption. Yet, it is not easy to admit one's wrongdoing and ask for forgiveness. "I am sorry" are perhaps the three hardest words to say.

Meditation: Opening to the Light

1. Close your eyes and follow your breath.
2. When you feel centered, imagine yourself in a safe place.
3. In the center of your safe space is a box with many drawers.
4. The drawers are labeled. The inscriptions show hurts you have yet to forgive.
5. Choose a drawer and open it. Rolled or folded or crumpled up inside it are all the thoughts and feelings the incident evokes.
6. You can choose to empty out this drawer.
7. Bring your hurt into the light and examine it.
8. Unfold the resentment you have felt and set it aside.
9. Smooth out the ache and let it drift up into the sunlight and disappear.
10. If any feeling seems too big or too unbearable, set it aside to look at later.
11. When the drawer is empty, sit for a moment with it on your lap.
12. Then remove the label from this drawer.
13. As the label comes off, you will see the drawer turn to sand. The wind will sweep it away. You don't need it anymore.
14. There will be no space left for that hurt in the box. That space is not needed anymore.
15. If there are more drawers still to be emptied, you can repeat this meditation now or later.

"Champion of Change" Sue Kastensen is On a Mission to Help People Succeed After Release

by [JD MacBean](#) | May 2, 2021 | [Life After Prison](#)

<https://livedinthedreamblog.org/2021/05/02/champion-of-change-sue-kastensen-is-on-a-mission-to-help-offenders-succeed-after-release/>



LtD: Sue, first thank-you for taking the time to speak to us at the Livin' the Dream Prison Blog and thank-you for Fair Shake. I want to start by asking you to explain your personal journey and what you learned from it?

At 57, my personal journey is long, and I am mid-stream in my learning! A few characteristics stand out, however, and also a few events:

- I never stopped asking why...or why not
- I have never allowed myself to be limited by what someone else said.
- Thanks to Billie Jean King, I knew I could be whatever I wanted to be.

A few major events:

* I was kicked out of my parent's home at age 12. For the next 5 years I was deemed an 'uncontrollable child' and sent to group homes, foster homes, jails, and a reform school 200 miles from home. Ran away a lot. On Christmas eve, 1979 (age 16), I hitchhiked to a hospital in GA, bent over in pain, to get appendix removed.

* In my small WI town of 2000, I built a popular, national hemp-based personal care company in 1993. In 1999, an employee asked if I'd hire her friend who was coming back from prison soon. I did...and the seed was planted for Fair Shake.

* In 2005, I sold that business, received my bachelor's degree (age 42) in 2007, and started Fair Shake in 2009. In 2016, I was recognized by the Obama White House as a Champion of Change and in 2019 I received a Master's in Education. Next, I plan to add a Free School to Fair Shake.

LtD: Where did the idea for Fair Shake come from and what were

your first steps to creating Fair Shake?

I decided on that name because I kept hearing that all people wanted was a fair shake. As a kid who had spent several formative years 'in the system', I knew what that meant and how that felt. That was all I wanted, too.

I also knew that to get a fair shake people would need a way to differentiate themselves from the media portrayal of a person who has committed a crime. The only way to do that is to demonstrate volition, skills, intention, commitment and one's unique characteristics. But first, people had to find the things they need to exist! So, first I created a huge national [Resource Directory](#), next I built the stakeholder pages, and the last, but not least-important, came the page that holds the [Choose Your Perspective](#) documents.

LtD: What are the features of the Fair Shake website and software? How does each help the Returning Citizen?

Fair Shake is like a huge reentry Do-It-Yourself building center. I've pulled together resources, information, tutorials and lots of links to offer to people to use in the way that makes sense to them. Everyone's successful reentry project is different, so – like a hardware store – there is a lot of diverse information!

The website and software are identical, except – of course – that the software is offline, meaning it functions without the internet. There are several benefits to using the software prior to release:

* The individual can learn to find things in the website. Fair Shake is huge! They can explore the 'website' on their own time and in their own way. Then,

when the person gains access to the internet, they will know where to go to click on links to the resources and information that is most relevant to them.

* Some people have never used a computer or the internet, or maybe they have just been away from them for a long time. Learning how to navigate the website through our simulation will be beneficial to navigating all websites...without pop-ups, advertisements or other 'shiny' distractions. Also, we created a tutorial for learners to gain computer and internet knowledge regardless of their previous experience; one which does not require them to start at the beginning unless they want to. We offer email tutorials, as well.

* Progressive institutions can send people home with their digital property! Documents, spreadsheets and images can be uploaded into a personal account which can then be accessed online after release. Resume's, reflections and other writings can then be accessed from any computer!

LtD: Fair Shake must be a ton of work. How do you keep it going, and more importantly, how do you fund it?

It is a ton of work. I don't understand why large organizations with many staff members don't accomplish more, when I am doing all this by myself. But then again, I don't waste time at the water cooler, or arguing with people about the best way to do things...

Fair Shake is 100% community supported, funded only by donors who believe that what I've pulled together, to freely share, has value. Most of Fair

Shake's donors are incarcerated, where they earn around 13 cents per hour. Since the donations have yet to start really rolling in, Fair Shake's HQ is in my home.

LtD: Lets discuss re-entry more broadly. You've called mass incarceration a "Wicked Problem", a term coined by Horst Rittel. First, tell our readers what a "Wicked Problem" is and then please explain why re-entry is a wicked problem.

The way I used the term, it means that a problem has many dimensions, it is complex to solve, it contains many moving parts, and relies on a large number of stakeholders who do not work in concert.

A proper response to this question would require a book-length examination, but I will offer a few examples of the dimensions of the problem:

Television pretends to inform us but it mostly just numbs us, conditions us, and leaves us feeling overwhelmed and unable to think deeply about crime, justice, or the power and responsibility of citizens in a democracy.

Schools crush our full humanity (which includes others; not just ourselves). It conditions us to only care about ourselves and our individual goals; it also embeds the idea that we must see others as competitors for jobs, and that jobs provide the key to a life worth living. I believe this is at the root of our crisis of care today.

The 'justice system' is focused on 'othering' people based on the idea that the incarcerated possess "criminogenic needs", which are different from the deep human needs we all share. They 'manage' people through behaviorism instead of personal development. By failing to offer people resources and personal development information before release (job training is grossly insufficient for human development), they guarantee that many people will come back. We can see ample evidence for their "evidence-based" approach in the 83% recidivism rate*.

We've been lulled into thinking that government grants and philanthropy

have 'got this' so we don't need to think or take action. But we've been hearing that same story for so very many years...

This is just the tip of what I see of the "wicked problem" iceberg. There are many more dimensions to explore.

LtD: In your experience, what is the biggest hurdle men and women face as they leave prison? Are their unique challenges for each gender? How does Fair Shake help?

The biggest problem that I see is that prisons do not offer the incarcerated the skills that we all need to face the world each day: confidence about the gifts that we have to offer to our communities and to employers, critical thinking and problem-solving skills, the ability to use a computer efficiently and wisely to find information without getting pulled into the vortex of distraction, and a deep understanding of our needs - and the way we satisfy them - to foster both autonomy and interdependence.

Limiting stories create a huge hurdle. We know that stories can bolster us and help us feel confident, but they can also be used to justify fear, self-doubt and inaction. For example, even though I constantly share stories about employment opportunities all around the country, and employers who are looking toward prisons to find their future employees, I must constantly address the old claims that employers won't hire people who have been released from prison.

I believe there are far fewer employers in that category today. Employers want references, however, so a person may have to work in a setting that is not their ideal position until they can demonstrate that they are tenacious, convivial, caring and dependable. People can move to a more desirable position once they have a reference for 6 – 12 months of work.

Since I'm a kid from the system, and a female and a mother, I can see that women have an extra-tough hurdle to surmount to fully engage their powerful self-determination. I'm shocked and saddened that we have slid back from the liberation that was growing from the 60's to the early 80's. Media in every form wants to convince us that

we must focus first on how attractive we are; and second, our duty to others (children, men, elders). Very rarely are we provided with images or support for being agents of our destiny and success. In prison, for instance, we are mainly offered employment training opportunities for the occupations that women have traditionally held for the past 100 years, rather than giving us the opportunity to earn much higher wages in occupations such as construction, welding, or coding.

LtD: Many of the resources provided by Fair Shake appear to address Re-entry as a process. For example, you recommend re-reading the Working Through Depression information a few weeks after release and the Educate Yourself! resources six-months later. Is re-entry a process? Does thinking of it this way help Returning Citizens succeed?

I've been fortunate to stay in touch with quite a few people after release. Most, if not all, have said that it was much different than they expected, and that they were over-confident (a bias that afflicts most of us!) about their ability to address gnawing issues. Even after a year or two of relative freedom, they were still learning about themselves and their true needs and goals.

This is true for all of us. When we move to a different state or city, we are often unable to anticipate the psychological and emotional challenges that will face as we settle in to the new environment. The challenges are exponentially exacerbated for the person coming from an environment of such complete deprivation to one with an overload of information, misinformation, fake information...and overwhelming possibility.

One of my new friends, who was released from prison just over 2 years ago, shared his "process" in the most recent edition of the Fair Shake [newsletter](#) (sent to 3500+ incarcerated subscribers each month). He felt it was important to reach back and remind the readers to take care of themselves, or they would be faced with challenges they have not prepared for.

LtD: The information you provide in the Fair Shake Reentry Packet is very comprehensive and extensive in many different categories - including tips on watching TV, for example! Why are these topics so important for Returning Citizens to understand?

Where can we learn to watch TV defensively? It has such a huge influence on society, yet we are most often passive recipients of its pervasive and controlling messaging. Anxiety and depression are increasing! We can refuse to see ourselves as inadequate. We can question the media with its constant promotion of drugs, fear mongering and consumerism.

Besides critically thinking about the impact television has on us, what school teaches about all of the other influences that have shaped us - and the status quo? Where do we turn to foster self-determination in ourselves and our youth? Why are we taught to turn to authority for answers, rather than how construct knowledge with others? Who helps us to bravely set boundaries, or consider the biases that play havoc with our thinking?

I feel it is my duty to not only offer physical resources but also emotional and psychological resources! We have a right to ask questions, to reflect, and to think for ourselves. These documents form the foundation of the Free School I'm building: a free and open study center where people can explore the education that we were denied in our formative years.

LtD: Proponents of the term "Prison Industrial Complex" see the system as one that intentionally sets Returning Citizens up to fail in order to maintain a revolving door of imprisonment. What is your opinion on this? Are felons set-up to fail? Why or why not?

We are all set up to fail each other, starting with public school. Since we are starved of the opportunity to learn about ourselves as persons in the world, we are stripped of fundamental inclinations toward care, creativity, cooperation and critical thinking. The result is that we fail to care about one another - which is against our nature.

Many of my other responses provide examples of how prisons fail to prepare people for release.

I want to remind readers here to keep their scope very wide: the prison industrial complex does not stand alone. It is as pernicious and pervasive - and deeply connected to - the medical industrial complex, the education industrial complex, the military industrial complex (Eisenhower coined this term in 1961) and even the charitable industrial complex, which has been created to give us the illusion that society's shortcomings are being tended to by caring souls; rather than "foundations" and grants that may be bent on making sure things stay the same.

These writings will help you see the controlling power behind philanthropic funding and government grants: [The Revolution Will Not Be Funded](#) written by INCITE!, [Winners Take All](#) by Anand Giridharadas, and Peter Buffet's article [The Charitable Industrial Complex](#). Philanthropists, and the science that supports their perspective, circumnavigate democracy, create a comforting illusion, and continue to generate "solutions" that perpetually fail to solve problems.

I don't want to disparage non-profits! Many, like Fair Shake, are committed to a mission to reduce suffering and improve lives.

The industrial complexes, however, are about control: control of the people, control of the economy, and control of the future.

LtD: What industries or companies seem more open or willing to hire felons in your observation?

I believe the field of employment is wide open. Many of the newsletter readers are interested in trucking, entrepreneurship and building maintenance. I learned that more than a few thought they would like to share their gifts in the non-profit sector. I think this is a great idea, so I added a non-profit employment search engine link to the Fair Shake [Find A Job](#) page.

One of the most interesting aspects of Fair Shake is that it can be responsive to the interests of those who are preparing for release and those who

have made the transition. Real-time data!

LtD: What should current prisoners do, right now, to prepare for release and success upon re-entry?

Learn to recognize the conditioning that we've all been subjected to throughout our lives and decide, with intention, which beliefs are still serving you, and which ones you can let go.

In addition to your regular studies and job training and preparation, consider perusing user-friendly books on functional philosophy, psychology, sociology, citizenship and physical and mental wellness.

If you are interested in higher education, start your studies now! You can test out of many courses for just \$90 by utilizing the [CLEP](#) test, and you will likely even qualify to get your [Freshman Year Free](#).

Finally, read while you can, because taking the time to read a book will become very difficult once you get busy ~

LtD: Do prisons provide appropriate rehabilitative programs and/or job skill training for inmates?

It is impossible to answer a question about "appropriate rehabilitative programs" with a yes or no response since we have nearly 2000 prisons in the US and they function like independent communities.

I believe all institutions offer some sort of job skill training that can be considered appropriate, but I would doubt they are universally adequate.

LtD: What could prisons do better? Or, put differently, how should prisons help prepare inmates for our current economy?

I hope you don't mind if I skip this question. I've written, and scratched and rewritten responses and I have so many problems with 'the current economy', which I believe is in the process of pivoting anyway, that I don't think I could provide a response that is anything but confusing. (side note: I was deeply involved in Fair Trade for a decade, so my view of 'the economy' includes high regard for the workers

and deep thinking about extraction and externalizing costs...including pollution, toxins, etc.)

LtD: Has COVID affected the employment opportunities for Returning Citizens over the last 14-months?

Yes. It has been more difficult to get documents, in-person training and hands-on support, but - from what I've heard - jobs have been relatively easy to obtain.

LtD: You believe in, and promote, the concept of Ubuntu. Please define that concept for us and explain how and why you've adopted it in your life.

Desmond Tutu sums it up so well when he says "the solitary individual is a contradiction in terms".

Ubuntu, roughly translated, means: I am who I am because of who we all are. We learned how to be a person through other persons, and the culture and the environment in which we have lived. We are interdependent, and authenticity is of paramount importance because, as Desmond Tutu also says "I need you to be all that you can be, so that I can be all that I can be."

One of our deep human needs is belonging. We have a powerful, innate desire to give to our community, and we have many gifts to give! But we are taught to focus on our needs, and to address our problems as individuals, rather than within a community.

I learned about Ubuntu because I was frustrated (and still am!) by how we are controlled by Microsoft, et al. My son told me to try the Ubuntu operating system (which I now use), but when I

searched the term, I found the philosophy instead. I felt like I struck gold! I realized it is how I see the world, and how Fair Shake was created and continues to develop.

LtD: What about Fair Shake makes you the most proud? What are you still working to improve? Most proud: (I live in the midwest; this is very difficult to say out loud)

That my efforts are recognized and valued by the stakeholder groups I have tried to reach out to. Below please find a powerful, unsolicited 'performance review'; one I take very seriously. I see the acknowledgement and accolade not only as a compliment, but also as a fortunate responsibility.

I received this unsolicited comment just last week: Please know how much I remain grateful for all that you do. Despite the recent cold blast, I am given tremendous warmth from the hope and passion you exhibit. During moments of adversity, I will reread your newsletters and your encouraging words.

Working to improve: I'm always working my listening skills, widening my scope, my metaphors, and my understanding. The website and software are constantly being improved upon, and I'm writing new personal development documents in the hopes to improve the new Reentry Ownership Manual, as well!

LtD: What is the best advice you can offer a soon-to-be-released person? Hold on to your values, and try to not worry too much about unsettled feelings; they will settle in time. Breathe. Take an inventory of your gifts, your skills, your unique qualities. Think of ways you will share them with

those around you. Feel your confidence, and try to remember that feeling when you need to tap into it. Believe in yourself. Remember that Fair Shake is here, and I am here. Feel free to reach out if and when you need support. Congratulate yourself for getting through what could be the most difficult time in your life!

LtD: If Fair Shake is not available in an inmate's specific prison, how can they bring the software or information into the prison?

They may find an interested person in education, reentry and even in the library. Case managers have brought Fair Shake in, too! Let them know I will be happy to send a copy of the Reentry Ownership Manual and a DVD. The best way to reach me is sue@fairshake.net. Other options are in development, too. We're creating a 'secure' website, that acts like the software but is accessed through the chrome books now in circulation. We're also working with a tablet supplier. Fair Shake will remain free through all access points.

LtD: I always end these interviews by giving our guest an opportunity to address any area I may have missed or share information or ideas important to you. What would you like to leave our audience with today?

We've allowed our imaginations to be limited by external influences. We do not need models to build a powerful and satisfying future; we need gumption, determination and curiosity! We need to learn to listen, and we need to support one another. We must shatter the old models that no longer work. We have to make it up as we go; and to do this we will need to learn to trust ourselves and one another.

Rosie The Riveter said "We Can Do It!"

Candidate Barack Obama said "Yes We Can."

Sue Kastensen says "What Are We Waiting For? Let's Go!"

* Alper, M., Durose, M. R., & Markman, J. (2018, May 23). 2018 update on prisoner recidivism: A 9-Year follow-up period (2005–2014). Retrieved from <https://www.bjs.gov/content/pub/pdf/18upr9yfup0514.pdf>

Food - Salvation Army

624 Lexington Ave
Orlando, FL 32801
(407)423-8581
Men's homeless shelter
<http://www.salvationarmyusa.org/>

Health - Addiction Recovery

(407) 521-2541
Society of St. Dismas
2025 Mercy Drive
Orlando FL 32808
<http://www.hishealinghand.com/recovery--short-term-housing.html>

Health - Addiction Recovery

Adult Men's Residential & Recovery Program
8301 East Colonial Drive
Orlando, FL 32810
(407) 249-6560
Rehab programs for pregnant and postpartum women, a Hispanic community based rehab for men and women (often those coming out of the criminal justice system) a rehab for men with co-occurring disorders and long term sober living housing for adult men and women. All programs are billed on a sliding scale based on client family income, and should be affordable to all in the community.
<http://www.choosehelp.com/florida/drug-rehabs-alcohol-rehabilitation-programs/the-center-for-drug-free-living>

Health - Free/Sliding Scale Clinic

232 North Orange Blossom Trail
Orlando, FL, 32805
407-428-5751
<http://www.hcch.org/main.htm>

Health - Rehabilitation Center

4790 Orange Blossom Trail
Orlando, FL 32810
407-298-0461
American Therapeutic Corporation is a drug or alcohol rehabilitation center with a primary focus on mental health

Shelter - Homeless Assistance

801 29th Street
Orlando FL 32805
407-422-6797

Shelter - Homeless Shelter

PO Box 2791
Orlando FL 32802
407-423-2131

Shelter - Transitional Housing

2313 N Orange Ave
Orlando, FL
32802
(407) 893-4580

Shelter - Transitional Housing

PO Box 1587
Orlando FL 32549
904-862-0978

Shelter - Transitional Housing**Health - Addiction Recovery**

(407) 381-9616
4300 SOUTH SEMORAN BOULEVARD, SUITE 207
ORLANDO, FL 32822
<http://www.actcenter.com/index.html>

Health - Addiction Recovery

Center for Drug-Free Living - Addictions Receiving Facility
712 W. Gore Street
Orlando, FL 32805
(407) 245-0012
<http://www.cfdfl.com/>

Health - Addiction Recovery

(407) 323-2036
Princeton Plaza
1800 Mercy Drive Orlando, FL 32808
<http://aspirehealthpartners.com/programs-and-services/>

Health - Mental Health

East Orlando Office
10967 Lk Underhill Rd, Suite 113
Orlando, FL 32825
407-647-1781

Reentry Resource - Multiple Resources Available

2055 Mercy Dr.
Orlando FL 32808
407-291-1500

Shelter - Homeless Assistance

6304 Beggs Rd
Orlando FL 32810
407-291-7215

Shelter - Shelters

6903 Seminole Dr.
Orlando FL 32812
407-851-6101

Shelter - Transitional Housing

2025 Mercy Drive
Orlando FL 32808
407-521-2541

Shelter - Transitional Housing

1525 West Washington St.
Orlando FL 32805
407-423-2131

Shelter - Transitional Housing

1831 Central Park Ave
Orlando FL 32807
407-382-7962

Shelter - Transitional Housing

909 29th St Orlando, FL 32805
PO Box 8403-A
Orlando FL 32856
407-422-6797

Shelter - Transitional Housing

4436 Edgewater Dr.
Orlando FL 32804
407-293-3822

1521 W. Washington St
Orlando FL 32805
407-422-4855

Shelter - Transitional Housing

1204 41st. St.
Orlando FL 32839
407-246-1536

Shelter - Transitional Housing

PO Box 560484
Orlando FL 32856
407-843-8686
http://www.nationalhouseofhope.org/index.php?section_url=1

Shelter - Transitional Housing

4436 Edgewater Dr.
Orlando, FL 32804
(407) 293-3822
Located in Orlando, Fresh Start Ministries of Central Florida, Inc. provides affordable residential treatment for men recovering from life controlling problems, most typically substance abuse, through provision of transitional housing and comprehensive educational and support services. The program is designed to help a man struggling with alcoholism or drug addiction, have an organized opportunity to get the help he needs while still continuing to work his job and support his family.
<http://www.freshstartministries.com/>

Shelter - Transitional Housing

Anthony House is a transitional housing facility offering homeless families and individuals interim housing as well as life skills training that allows them to become self-sufficient and independent.
6215 Holly St.
Orlando, FL 32805
383-5577
<http://anthonyhouse.net/>