

# REENTRY PACKET

Your Customized Guide to Support your Successful Transition



National Web-based Reentry Resource Center

[www.fairshake.net](http://www.fairshake.net)

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**This Reentry Packet has been customized for: Bryant 13413-046**

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# 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](https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ_AZJD7VM2p9-6N8v)

Relationships: [https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ\\_AZJD7VM2p9-6N8v](https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ_AZJD7VM2p9-6N8v)

Work + Capitalism: [https://www.youtube.com/playlist?list=PLw4Mb28XmpcK0vZ\\_AZJD7VM2p9-6N8v](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>

### 2-1-1

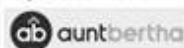
A FREE national resource service available by phone or internet to help folks in need find resources they seek. 24 hours a day, 7 days a week. They list resources for food, shelter, employment, education, housing, mental and physical health, specific services for veterans, special needs and reentry,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



### 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/hudportal/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

THE SENTENCING PROJECT

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/>

# 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!

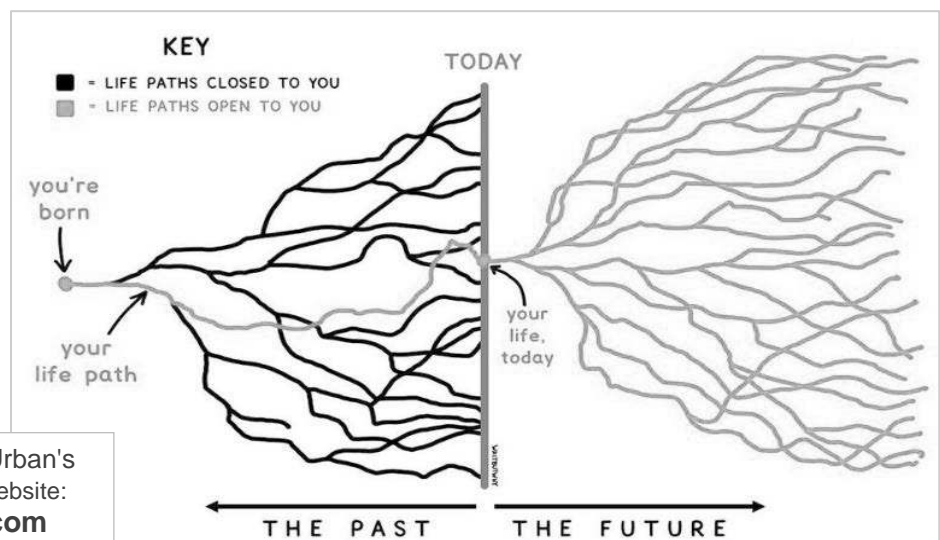


Image from Tim Urban's  
**Wait But Why** website:  
[waitbutwhy.com](http://waitbutwhy.com)

# 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](mailto: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!**

## Sue's Suggested Reading List



These books and authors have powerfully influenced my perspective for many years. Many videos of the authors lecturing, or in interviews, are available on the internet for you to hear from them directly as well.

### **The Abundant Community:**

Awaking the Power of Families and Neighborhoods  
John McKnight, Peter Block 2010 Berrett-Koehler

### **The Age of Surveillance Capitalism:**

The Fight for a Human Future at the New Frontier of Power  
Shoshanna Zuboff 2019 PublicAffairs

### **Amusing Ourselves to Death**

Neil Postman 1985 Penguin Books

### **Anti-Fragile:** Things That Gain from Disorder

Nassim Taleb 2014 Random House

### **Asking the Right Questions:**

A Guide to Critical Thinking  
M. Neil Browne & Stuart M. Keeley 2014 Pearson

### **Atomic Habits:** Build Good Habits & Break Bad Ones

James Clear 2018 Avery

### **Better Together:** Restoring the American Community

Robert Putnam & Lewis M. Feldstein 2004  
Simon & Schuster

### **Black Prophetic Fire**

Cornel West, Christa Buschendorf 2015 Beacon

### **Business of Belief**

Tom Asacker 2013 CreateSpace

### **The Book of Forgiving**

The Fourfold Path for Healing Ourselves and Our World  
Archbishop Desmond Tutu and Mpho Tutu 2015  
HarperOne

### **Calling Bullshit:**

The Art of Skepticism in a Data-Driven World  
Carl Bergstrom and Jevin West 2021 Random House

### **The Careless Society:** Community and Its Counterfeits

John McKnight 1996 Basic Books

### **Community:** The Structure of Belonging

Peter Block 2018 Berrett-Koehler

### **Cosmopolitanism:** Ethics in a World of Strangers

Kwame Appiah 2007 W. W. Norton and Co.

### **Creating Capabilities:**

The Human Development Approach  
Martha Nussbaum 2013 Belknap Press

### **The Dawn of Everything:** A New History of Humanity

David Graeber and David Wengrow 2021  
Farrar, Straus and Giroux

### **Debt:** The first 5000 years

David Graeber 2014 Melville House

### **Democracy and Education:**

An Introduction to the Philosophy of Education  
John Dewey 1916 The Free Press

### **Democracy Matters:**

Winning the Fight Against Imperialism  
Cornel West 2005 Penguin

### **The Depression Cure:**

The 6-Step Program to Beat Depression Without Drugs  
Stephen S. Ilardi 2010 Da Capo Press

### **Developing Critical Thinkers:**

Challenging Adults to Explore Alternative Ways of Thinking and Acting  
Stephen D. Brookfield 1991 Jossey-Bass

### **Dignity for Deeply Forgetful People:**

How Caregivers Can Meet the Challenges of Alzheimer's Disease  
Stephen Post 2022 Johns Hopkins University

### **Don't Label Me**

Irshad Manji 2020 St. Martins Griffin

### **The Doors of Perception**

Aldous Huxley 1954 Harper Perennial

### **Dr. Seuss and Philosophy:**

Oh, The Things You Can Think!  
Edited by Jacob Held 2011 Rowman and Littlefield

### **Dumbing Us Down:** 25<sup>th</sup> Anniversary Edition

The Hidden Curriculum of Compulsory Schooling  
John Taylor Gatto 2017 New Society

### **Empowering Public Wisdom:**

A Practical Vision of Citizen-Led Politics  
Tom Atlee 2012 Evolver

The **End of Education:** Redefining the Value of School  
Neil Postman 1996 Vintage  
**Escape From Freedom**  
Erich Fromm 1941 Henry Holt and Company

**The Ethics of Identity**  
Kwame Anthony Appiah 2007 Princeton University

The **Extended Mind:** The Power of Thinking Outside the Brain  
Annie Murphy Paul 2021 Mariner

**Everyday Ubuntu:**  
Living Better Together, the African Way  
Mungi Ngomane 2020 Harper

**The Evolving Self:**  
A Psychology for the Third Millennium  
Mihaly Csikszentmihalyi 1994 Harper Perennial

**Fostering Critical Reflection in Adulthood**  
Jack Mezirow 1990 Jossey-Bass

**Freedom and Accountability at Work:**  
Applying Philosophic Insight to the Real World  
Peter Block and Peter Koestenbaum 2001 Pfeiffer

The **Globalization of Addiction:**  
A Study in Poverty of the Spirit  
Bruce K. Alexander 2010 Oxford University Press

**Happiness Hypothesis:**  
Finding Modern Truth in Ancient Wisdom  
Jonathan Haidt 2005 Basic Books

**Hearing the Other Side:**  
Deliberative Versus Participatory Democracy  
Diana C. Mutz 2002 Cambridge U. Press

**Humankind:** A Hopeful History  
Rutger Bregman 2021 Little, Brown & Co.

**Hypercapitalism:**  
The Modern Economy, Its Values, and How to Change Them  
Larry Gonick 2018 New Press (cartoon history)

**In My Father's House:**  
Africa in the Philosophy of Culture  
Kwame Anthony Appiah 1993 Oxford Univ. Press

**Influence, New and Expanded:** The Psychology of Persuasion  
With Unity, the newest principle for this edition  
Robert Cialdini 2021 Harper Business

**Learned Helplessness:**  
A Theory for the Age of Personal Control  
Peterson, Maier and Seligman 1993 Oxford

**Learning as Transformation:**  
Critical Perspectives on a Theory in Progress  
Jack Mezirow 2000 Jossey-Bass

**Learning for a Complex World**  
A Lifewide Concept of Learning, Education and Personal Development  
Norman Jackson 2011 AuthorHouse

**Learning to Be a Person in Society**  
Peter Jarvis 2009 Routledge

The **Lies That Bind:** Rethinking Identity  
Kwame Appiah 2019 Liveright Publishing

The **Lucifer Effect:**  
Understanding How Good People Turn Evil  
Philip Zimbardo 2007 Random House

**Man for Himself:**  
An Inquiry Into the Psychology of Ethics  
Erich Fromm 1947 Henry Holt and Company

**Man's Search For Meaning**  
Victor Frankl 1946 Beacon Press

**Moral Courage**  
Rushworth M. Kidder 2006 Wm. Morrow

**No Contest:** The Case Against Competition  
Alfie Kohn 1986 Houghton Mifflin

**No Mud, No Lotus:** The Art of Transforming Suffering  
Thich Nhat Hanh 2014 Parallax

**On Personal Power:**  
Inner Strength and It's Revolutionary Impact  
Carl Rogers 1977 Delta Books

**Our Kids: The American Dream in Crisis**  
Robert Putnam 2016 Simon & Schuster

Out of Our Minds: Learning to be Creative  
Ken Robinson 2001 Capstone Publishing

**The Paradox of Choice: Why More Is Less**  
Barry Schwartz 2004 Ecco

The **Phantom Tollbooth**  
Norman Juster & Jules Feiffer 1964 Bullseye Books

**Plato, Not Prozac!:**  
Applying Eternal Wisdom to Everyday Problems  
Lou Marionoff 1999 HarperCollins

**Practical Wisdom:**  
The Right Way to Do the Right Thing  
Barry Schwartz, Kenneth Sharpe 2010 Penguin

**The Psychology of Attitude Change and Social Influence**

Philip Zimbardo and Michael R. Leippe 1991  
McGraw-Hill

**Punished by Rewards:** 25<sup>th</sup> Anniversary

The Trouble with Gold Stars, Incentive Plans, A's, Praise, and Other Bribes  
Alfie Kohn 2018 HarperOne

**Race Matters:** 25<sup>th</sup> Anniversary

Cornel West 2017 Beacon

**The Revolution Will Not Be Funded:**

Beyond the Non-Profit Industrial Complex  
INCITE! Women of Color Against Violence  
2017 Duke University Press

**The Righteous Mind:**

Why Good People Are Divided by Politics and Religion  
Jonathan Haidt 2012 Pantheon Books

**The School of Life:** An Emotional Education

Alain de Botton & Colleagues 2020 The School of Life

**Self-Efficacy in Changing Societies**

Ed. Albert Bandura 1995 Cambridge Univ. Press

**Set Boundaries, Find Peace:**

A Guide to Reclaiming Yourself  
Nedra Glover Tawwab 2021 TarcherPerigee

**The Subtle Art of Not Giving a F\*ck:**

A Counterintuitive Approach to Living a Good Life  
Mark Manson 2016 Harper

**A Theory of Justice**

John Rawls 1999 Belknap Press

**Thinking Fast and Slow**

Daniel Kahneman 2011 Farrar, Straus and Giroux

**Transcend:** The New Science of Self-Actualization

Scott Barry Kaufman 2021 TarcherPerigee

**Tyranny of Merit:**

What's Become of the Common Good?  
Michael Sandel 2020 Farrar, Straus and Giroux

**Ubuntu and Personhood**

Ed. James Ogude 2018 Africa World Press

**Ubuntu and the Reconstitution of Community**

James Ogude 2019 Indiana University Press

**The Upswing:**

How America Came Together a Century Ago and How We Can Do It Again  
Robert Putnam 2020 Simon and Schuster

**Utopia of Rules:**

On Technology, Stupidity, and the Secret Joys of Bureaucracy  
David Graeber 2016 Melville House

**Weapons of Math Destruction:**

How Big Data Increases Inequality and Threatens Democracy  
Cathy O'Neil 2017 Crown

**What About Me?**

The Struggle for Identity in a Market-Based Society  
Paul Verhaeghe 2012 Scribe Publications

**What Does It Mean To Be Well- Educated?**

Essays on Standards, Grading & Other Follies  
Alfie Kohn 2004 Beacon Press

**What Doesn't Kill Us:**

The New Psychology of Posttraumatic Growth  
Stephen Joseph Ph.D. 2013 Basic Books

**Why Are We Yelling?**

The Art of Productive Disagreement  
Buster Benson 2019 Portfolio

**Why Good Things Happen to Good People:**

How to Live a Longer, Healthier, Happier Life by the Simple Act of Giving  
Stephen G. Post 2008 Broadway Books

**Winners Take All:**

The Elite Charade of Changing the World  
Anand Giridharadas 2019 Vintage Books

**The Wisdom of Insecurity:**

A Message for an Age of Anxiety  
Alan Watts 1951 Vintage Books

**You Call This A Democracy?**

Who Benefits, Who Pays And Who Really Decides?  
Paul Kivel 2004 Rowman and Littlefield

**Your Brain on Story:**

The Destructive Seduction of the Hero's Journey  
Tom Asacker 2020 Independently Published

**You're Not Listening:**

What You're Missing and Why It Matters  
Kate Murphy 2020 Celadon Books



# WHAT BOOKS DO YOU RECOMMEND?

(I hope you will share your recommendation with me!)

## Fair Shake's

# MYTH-BUSTERS



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



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



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



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



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



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



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

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



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

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



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



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



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



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



**Myth: EXPERTS KNOW WHAT'S BEST**

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

## 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.

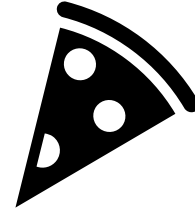
### Motivation Tips:

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!

# 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

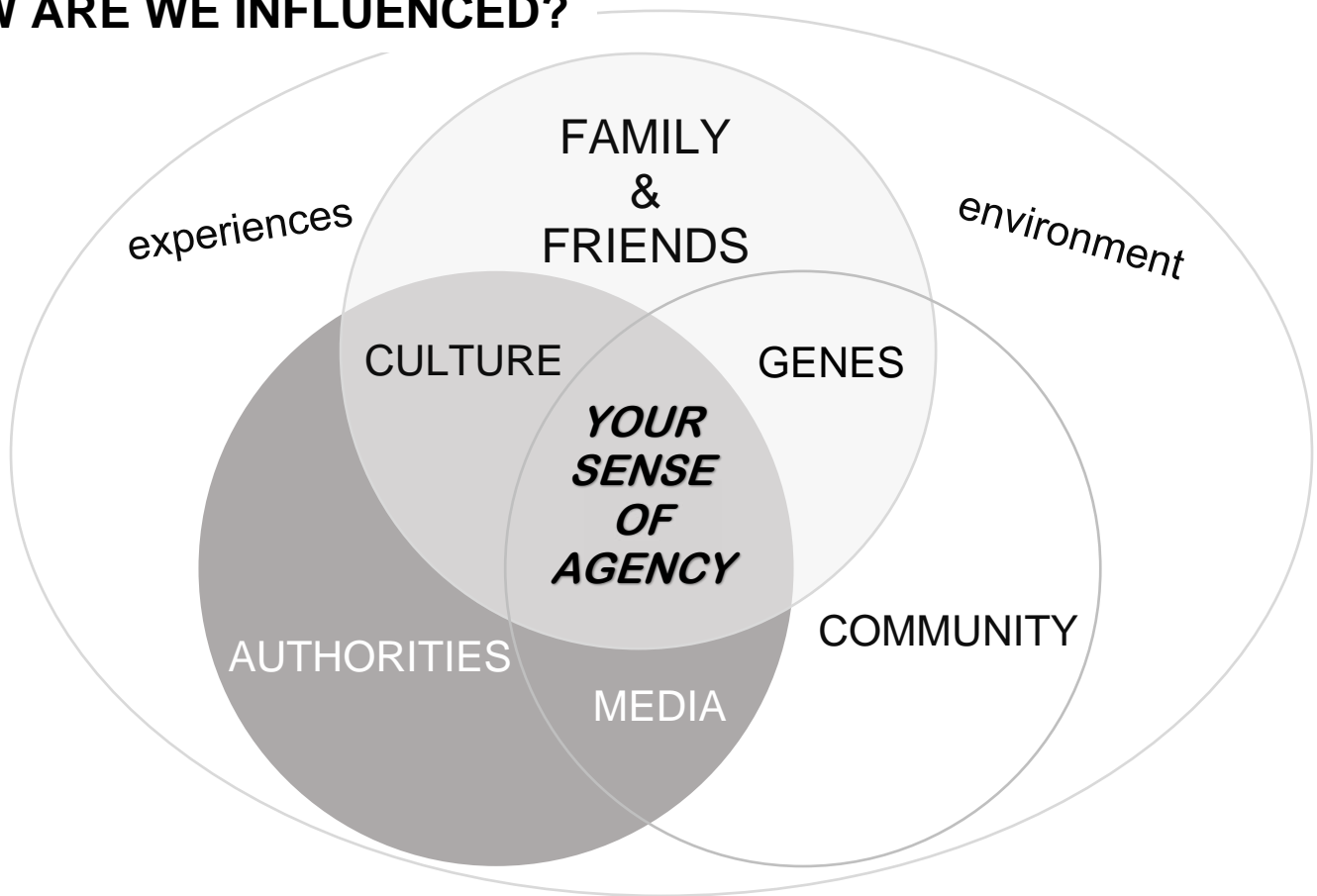
## Shortcuts to Remember Cialdini's Principles of Influence (formerly 6, now 7!)

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'.

# Learn to Discern



## B.S.-DETECTION TIPS!

from Neil Postman and Carl Sagan

Quotes from  
**Bullshit and the Art of Crap-Detection**  
by Neil Postman 1969 (sk comments in italics)

How can you defend yourself from media, bias, persuasion and manipulation?

"As I see it, the best things schools can do for kids is to help them learn how to distinguish useful talk from bullshit. Every day in almost every way people are exposed to more bullshit than it is healthy for them to endure; helping kids to activate their crap-detectors should take precedence over any other legitimate educational aim."

"Varieties of bullshit with transcendent significance: (this is a perfectly good example of bullshit, since I have no idea what the words "transcendent significance" might mean and neither do you.) Thus, we have our first variety of bullshit: pomposity or style over substance. People are daily victimized by pomposity in that they may feel less worthy by people who use fancy words to hide their own insufficiencies. Education has made respectable this form of bullshit."

"When I hear such talk my own crap-detector achieves unparalleled spasms of activity."

"Superstition is ignorance presented in the cloak of authority. A superstition is a belief, usually expressed in authoritative terms for which there is no factual or scientific basis. Among the more intriguing of these are the beliefs that people learn more efficiently when they are taught in an orderly, sequential and systematic manner; that one's knowledge of anything can be "objectively" measured; and even that the act of "teaching" facilitates what is known as "learning."

We learn because we want to, and we learn what we want to learn. Adults learn best when can relate new information to their lives, and to their existing knowledge.

"The most amusing of all our superstitions is the belief that education will result in one's becoming a more decent, liberal, tolerant, and civilized human being. I have not noticed that teachers are any more humane than mechanics or certified public accountants."

"There are dozens of other forms of bullshit, including earthiness, which is based on the assumption that if one uses direct, off-color, four letter words like crap and shit, one somehow is making more sense than people engaged in pomposity."

"What can be done? We will not find 'answers' in schools. As Carl Rogers has said, teaching is an overrated activity; and any impression to the contrary is, in my opinion, mostly superstition."

Unfortunately, teachers today may lose their zeal because of the endless testing and the disrespectful working conditions including low wages, lack of supplies, little freedom, and large class sizes. We can support them by creating learning opportunities - for all ages - wherever we can find them!

"Crap-detecting is an art. Each person's crap-detector is embedded in their value system; if you want to teach the art of crap-detecting, you must help students become aware of their values. This is precisely why you will not find it in school."

"Postman's 3<sup>rd</sup> Law: At any given time, the chief source of bullshit with which you have to contend is yourself."

"Postman's 4<sup>th</sup> Law: Almost nothing is about what you think it is about. All human communications have deeply imbedded and profound hidden agendas. Most of the conversation can be assumed to be bullshit of one variety or another."

"Postman's 5<sup>th</sup> and final law: There is no more precious environment than our language environment."

"An idealist usually cannot acknowledge his own bullshit, because it is in the nature of his "ism" that he must pretend it does not exist. In fact, I should say that anyone who is devoted to an "ism" - Fascism, Communism, Capitalism - probably has a seriously defective crap-detector."

*"Just as societal norms are created through language and action, they can be dismantled through language and action." - Brett Lunceford*



## Carl Sagan's Baloney Detection Kit from The Demon-Haunted World (1995) (edited by sk)

Sagan proposes a rigorous but comprehensible "baloney detection kit" to separate sense from nonsense. Intellectual tools that can help us separate wishful thinking from genuine probability and to recognize a fallacious or fraudulent argument.

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Wherever possible there must be independent confirmation of the "facts."</li><li>• Encourage debate on the evidence exploring of all points of view. (How many different points can you find?)</li><li>• Arguments from authority carry little weight - "authorities" have made mistakes in the past. They will do so again in the future. In science there are no authorities; at most, there are experts.</li><li>• Consider more than one hypothesis. If there's something to be explained, think of all the different ways in which it could be explained. Then think of tests by which you might systematically disprove each of the considerations.</li><li>• Try not to get overly attached to a hypothesis just because it's yours. It's only a way-station in the pursuit of knowledge. Ask yourself why you like the idea. Compare it fairly with the alternatives. See if</li></ul> | <p>you can find reasons for rejecting it. If you don't, others will.</p> <ul style="list-style-type: none"><li>• Can you count or measure your point? What is vague and qualitative is open to many explanations. (Complex, qualitative assessments are crucial to humanness, however.)</li><li>• If there's a chain of argument, every link in the chain must work (including the premise) - not just most of them. (author's emphasis)</li><li>• Occam's Razor. This convenient rule-of-thumb urges us, when faced with two hypotheses that explain the data equally well, to choose the simpler. Always ask whether the hypothesis can be, at least in principle, falsified.... You must be able to check assertions out. Skeptics must be given the chance to follow your reasoning, to duplicate your experiments and see if they get the same result.</li></ul> |
|--|---|

Elsewhere in The Demon-Haunted World, Sagan states that the loss of control over media and education has rendered people "unable to distinguish between what feels good and what's true." He goes on to say that well-supported scientific theories carry the same weight - or less - than explanations made up on the spot by authorities. He is afraid that people have lost the ability to "knowledgeably question." With a little effort at the start - that will quickly become habit - we can learn to discern, ask powerful questions, and improve our media environments!

**Calling Bullshit:** Here's a quandary: how are we going to help people get unstuck by recognizing and addressing all the bullshit in the world?

### HELPFUL WEBSITES:

**CALLING BULLSHIT FREE COURSE!!** "Bullshit is everywhere, and we've had enough. We want to teach people to detect and defuse bullshit where ever it may arise." [www.callingbullshit.org/videos](http://www.callingbullshit.org/videos)

**WHICH FACE IS REAL?** Can you tell which image is a real person and which one was made by a computer? Learn to defend yourself against 'deep fake'! [www.whichfaceisreal.com](http://www.whichfaceisreal.com)

**DEBUNKING HANDBOOK** – Free to download and print! (Available in 12 languages!)  
<https://www.climatechangecommunication.org/debunking-handbook-2020/>

**TRUTH-O-METER** [www.politifact.com](http://www.politifact.com)

"A fact-checking website that rates the accuracy of claims by elected officials and others who speak up in American politics". They do this to "to give citizens the information they need to govern themselves in a democracy."



# Culture Shock!

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

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

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

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

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

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

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

## Consider just a small sample of cultural and lifestyle differences:

### Persona

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

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

### Trust

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

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

### Choices

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

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

## **Gizmos**

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

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

## **Social Media**

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

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

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

## **Quiet Time**

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

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

## **Care-giving**

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

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

## **Humanness**

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

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

## **Physical Contact**

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

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

## **Information**

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

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

## **Patience**

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

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

## **Consider these similarities, too!**

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

### **Education - Higher Education**

A university that works for you. Our 100% online, tuition-free degree programs are designed to fit your life.

Programs: Business Administration, Computer Science, Health Science, Education, Associate Degree, Bachelor Degree, Master Degree

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

### **Employment - Employment Services**

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

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

### **Employment - Employment Services**

To begin the application process for Nelson Personnel, please print the available .pdf file and fill out all pages completely. If you don't have access to print this document, please stop by our office at 2321 South 3rd Street West and pick up an application packet!

You must complete the entire application even if you are providing us with your resume, though you may be duplicating some information such as education and work history. This application will be the worksheet our consultant will utilize during the interview process. We greatly appreciate your willingness to fully complete the application.

If you have any questions about how to answer any of the questions on the application, please call us at (406) 543-6033 during business hours. Once the application is complete, please call to set up your interview time. Be sure to mention that you completed the application online.

If you have a resume available, please bring it to your interview along with your completed application! When you come to our office at 2321 South 3rd Street West, make sure to be here a few minutes prior to your interview.

E-mail: [fd@nelsonpersonnel.com](mailto:fd@nelsonpersonnel.com)

2321 S 3rd St. W.

Missoula, MT 59801

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

### **Employment - Licensing Information**

Information on the Montana state government website.

<http://mt.gov/>

### **Employment - Staffing Agency**

Manpower is dedicated to enriching people's lives with meaningful employment and development opportunities, as we have done for more than 60 years.

<https://www.manpower.com/ManpowerUSA/home>

### **Employment - Workforce Development**

Job Listings and Job Service Centers that can provide resources to assist you in Career Exploration, Job Searches, a New Career, and Training.

<https://montanaworks.gov/>

### **Education - Higher Education**

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

[https://modernstates.org/?gclid=EAlaIqObChMIoIO16uee9gIVl\\_3jBx34gQCHEAAYASAAEGkFrFD\\_BwE](https://modernstates.org/?gclid=EAlaIqObChMIoIO16uee9gIVl_3jBx34gQCHEAAYASAAEGkFrFD_BwE)

### **Employment - Employment Services**

Looking for work is a job in itself. Make your life easier by applying with LC Staffing first. We understand the anxieties that you're faced with such as time factors, confidentiality and skills. Don't fret. You are unique in every way. And our professional Staffing Specialists will give you the one-on-one attention you deserve. Since 1985 we have been talking with job seekers and achieving major results. We sincerely care about your future. The process is simple. Apply in person or online. Depend on our friendly staff that will thoroughly interview you to understand talent, schedule and overall goals. We guide you every step of the way. Best of all, we partner with the area's most competent employers who choose us to refer the best fit or match for their business. This kind of relationship is a significant candidate advantage. We do all your footwork. And we never charge a fee. Nice.

Missoula Office

1116 S Reserve St, Suite 101

Missoula, Montana 59801

406-542-3377

800-926-7695

406-542-6203 (fax)

[missoula@lcstaffing.com](mailto:missoula@lcstaffing.com)

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

### **Employment - Employment Services**

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

<https://americaworks.com/virtual-contact-info/>

### **Employment - Staffing Agency**

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

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

**Money - Finances/Budgeting**

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

**Money - Social Security Benefits after Incarceration**

Social Security and Supplemental Security Income Benefits

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

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

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

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

**Reentry Resource - Multiple Resources Available**

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

<https://www.findhelp.org/find-social-services/montana>

**Reentry Resource - Multiple Resources Available**

Scroll down the page to find your state. Titles in the left column will lead you to resources available nationwide.

If you scroll down the page to find your state name, you can click on that for statewide resources.

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

**Shelter - Low Income Housing**

Find low income apartments in Montana along with non profit organizations that help with low income housing along with HUD apartments, public housing apartments, public housing authorities, and housing assistance agencies.

<https://www.lowincomehousing.us/MT.html>

**Employment - Workforce Development**

Find help getting work on the Department of Labor and Industrys website!

<http://dli.mt.gov/job-seekers>

**Food - Food Pantry**

Find local pantries, soup kitchens, food shelves, food banks and other food help.

<https://www.foodpantries.org/st/montana>

**Money - Finances/Budgeting**

800.388.2227

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

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

**Reentry Resource - Multiple Resources Available**

Search for benefits in Education, Grants, Loans, Social Security, Housing and Utilities, Employment and Career Development, Financial Assistance and more.

<https://www.benefits.gov/categories>

**Reentry Resource - Multiple Resources Available**

211 connects you with thousands of nonprofit and government services in your area. If you want personal assistance call the three-digit number 211 or 877-947-2211. A friendly voice to talk with you 24/7/365.

<https://montana211.org/index.php>

**Shelter - Energy Assistance**

Low Income Home Energy, Water and Weatherization Assistance Programs. If you cannot reach your local eligibility office, call Montana's toll-free number at 1-833-317-1080.

<http://www.dphhs.mt.gov/hcsd/energyassistance.aspx>

**Shelter - Shelters**

We provide an online directory of shelters in Montana.

<https://www.shelterlist.com/state/montana>