ANNUAL REPORT 2013

Better Together

Western Justice Center

Resolving conflict. Peacefully.
Western Justice Center is a non-profit organization dedicated to building a more civil, peaceful society where differences are valued.

Newly merged in 2014 with Encompass, a non-profit devoted to reducing prejudice and bias-related conflicts, WJC designs and implements creative programs that change the way people think about and respond to differences and conflict. Our programs raise awareness, build skills and increase the possibility of just communities and schools.

Dear Friends,

On behalf of the Western Justice Center Board of Directors, thank you. Your support in 2013 has made an impact. True to the theme of this report, we are “better together.”

In 2013, WJC celebrated 25 years of teaching students, educators and community members to recognize and resolve differences using peaceful and positive means. Our Silver Jubilee Justice Awards set a new bar for success. We celebrated an individual, Dr. Terrence Roberts, a law firm, Munger, Tolles & Olson LLP, and a corporation, Toyota Motor Sales, Inc. – all builders of a more civil, peaceful society.

And today, officially merged, WJC and Encompass are clearly better together. Take pride in the work that you see in this report. You made it possible.

Thank you. We look forward to working with you and to doing even more in 2014 and beyond.

Charles C. Lifland, Esq.
Board Chair
Hon. Richard A. Paez
U.S. Court of Appeals for the Ninth Circuit

Judge Richard A. Paez
Charles C. Lifland, Esq.
1987: Judge Dorothy W. Nelson of the U.S. Court of Appeals for the Ninth Circuit and an intrepid group of like-minded lawyers and judges embarked on a campaign to create a non-profit that would develop programs for youth and adults to learn to solve conflicts peacefully.

Fast forward to 2013: WJC and Encompass combine to launch a powerhouse to tackle bullying, bias and fear of difference. We’re helping to create schools where kids feel safe and welcomed and we’re teaching people how to resolve disputes collaboratively to build better communities.

Dear Champion of Justice,

Thank you! Your support in 2013 and as we move forward, newly merged with Encompass, is invaluable.

The level of energy and excitement at WJC is terrific! I think you’ll be delighted and proud as you turn the pages of this report and see the impact that you’re making as a member of the WJC community.

Through the Institute for Safe and Inclusive Schools, we create places where students feel safe, welcomed and included so they can achieve to their highest potential.

The Institute offers seven programs: The ABCs of Conflict; our annual Peer Mediation Invitational; Compassion Plays; Creating Bias-Free Classrooms; Encompass Service Learning Class; Community Matters’ Safe School Ambassadors®; and Haven.

Our remarkable Maxwell House headquarters houses Institute programs and also provides space for educators and community groups committed to collaborative conflict resolution.

And this is just a sampling of what you’re making possible! From powerful programs to a record-breaking Justice Awards celebration, you and I have a lot in which to take pride.

We’re ready to do more in 2014 – to expand programming and services to make a bigger impact. You make this great work possible. Thank you!

Hon. Judith C. Chirlin (LASC-Ret.)

Institute Programs

The ABCs of Conflict
Peer Mediation Invitational
Compassion Plays
Creating Bias-Free Classrooms
Safe School Ambassadors®
Encompass Service Learning Class
Haven

Every day, more than 160,000 kids in the U.S. will stay home from school. They’re afraid – of being bullied or made fun of or hurt by fists or words.

WJC and you are helping change that.
The ABCs of Conflict

Arguments, name calling, bullying: through the 30-hour The ABCs of Conflict, educators learn to resolve conflict positively, to train their students to do the same, and to create and run peer mediation programs.

In 2013, 20 educators from Los Angeles County K-12 public, charter and private schools, and from youth-serving groups trained in The ABCs of Conflict.

The educators explored the dynamics of conflict, how to actively listen, negotiation and mediation, the roles of identity, power and culture in conflicts, how to prevent and intervene in bullying, and how restorative practices work in schools.

WJC also trained peer mediators and offered two special The ABCs of Conflict sessions:

Camp counselors piloted a successful three-hour program. They reported being more confident and effective in resolving conflicts among the middle school campers and with other counselors; and

The principal of K-8 Dolores Mission School, an ABCs of Conflict graduate, had WJC provide 12-hours of ABCs training for the entire school staff.

Twenty Los Angeles County educators trained in The ABCs of Conflict are helping more than 1200 K-12 students learn to resolve conflicts collaboratively.

Thirteen students from Pasadena's Blair Middle School took a 12-hour peer mediation training. Now they’re helping dozens of classmates resolve disputes peacefully.

“The ABCs of Conflict give our kids tools to have more positive interactions than negative.”

Peer Mediation Invitational

The 2013 Invitational once again celebrated Los Angeles County elementary, middle, and high school peer mediators. The eighth annual event also gave the students an opportunity to meet peer mediators from other schools.

Professional mediators volunteered their time and expertise to coach students in mock mediation sessions. Students sharpened skills and learned that mediation can be a career option.

Student actors enrolled in our Encompass Service Learning Class at Los Angeles County High School for the Arts delighted participants with a blend of educational and comedic improvisational theater about best and worst mediation practices.

“I liked meeting new people and learning different techniques for solving problems.”

More than 100 student mediators from 23 schools strengthened their skills and commitment to resolving conflicts peacefully.
Compassion Plays

Live theater has the power to affect our emotional state - to make us feel. That’s the idea behind Compassion Plays.

How do you understand someone whose experiences or identity is so different from your own? Compassion Plays mixes theater with facilitated conversation. Audience members start to connect what they see on stage with divisions in their own schools and communities. The one-actor plays offer an opportunity to bridge differences, to create change.

What are the seeds of prejudice? HORIZON LINE explores bias-motivated behavior through the eyes of Danny Curtis – a young white man on a path of escalating destruction – and the people in his life who influence his choices, for better and for worse.

Who “belongs” in this country and who doesn’t? WHEELS explores immigration, xenophobia and the privileges and responsibilities of citizenship through the eyes of Oscar, a 15 1/2 year old Salvadoran-American and the people he encounters on his first journey through the DMV.

Tradition or travesty? KICK explores racial stereotyping and the American Indian as mascot through the eyes of Grace Greene, a Native American student at Newman High School. When Grace takes a stand against her school’s “brave” mascot, she learns that sometimes sports are more than just fun and games.

The plays traveled in 2013: to the Wildwood School and the Museum of Tolerance in Los Angeles, to Pasadena’s Frostig School, to Willamette University in Salem, Oregon and for foster youth and families thanks to the Los Angeles Department of Children and Family Services.

More than 750 students and adults in Southern California and beyond experienced Compassion Plays in 2013.

Creating Bias-Free Classrooms

Approximately 300 teachers and administrators from elementary, middle and high schools received racial-bias, sexual orientation-bias and gender-bias training to help them create safe and welcoming classroom and school environments.

Teen and adult actors from Encompass Service Learning Class brought to life classroom conflicts in scenes that offered teachers hands-on practice with addressing bias-related bullying and harassment of students.

Trained actors incorporate ideas from the teachers in the audience about how to address bias among students. Will they work? It’s a safe way to learn skills for the classroom.

“What am I doing to help mold students’ perceptions of others?”

“I really appreciated the role-playing and that we could create strategies. I learned from the failures and the successes.”

“This was a brilliant way to help us learn how to deal with bullying.”

— Educators, Orange County Beginning Teachers Support & Assessment Program
By 2013, WJC partnered with Pasadena Unified School District to bring Community Matters’ “Safe School Ambassadors®” program to Eliot Middle School. Student leaders (and adults who will act as mentors) learned to safely prevent and stop bullying and violence among their peers. “Safe School Ambassadors®” from all schools will be invited to participate in Haven.

In 2013, Haven is a social network and resource center for high school students and advisors who are working to make their schools places where all students feel safe and accepted. Students can find out about bullying prevention, conflict resolution and peer mediation, digital harassment and abuse, making school safe for girls, prejudice and intergroup relations, restorative practices, safety for LGBT students and violence prevention.

A “Forum” moderated by young adults trained in youth development and community building allows members to post, question and comment; students can also belong to groups based on their interests or affiliation with a campus club.

The Encompass Service Learning Class at Los Angeles County High School for the Arts creates videos and other material for Haven. These students, as well as educators and other students from Social Justice Schools: Global Issues Academy Peer Mediation class and University High School, are testing Haven. They are providing vital teen perspectives as we continue to build and fine-tune the site for the next stage of the launch.

You can explore Haven via the public “Topics” area of the site. Learn about bullying, conflict, prejudice and violence. Go to: haven.socialnetwork.org
THANK YOU! You Make an Impact!

$50,000+
The Ahmanson Foundation
California Community Foundation
The Ralph M. Parsons Foundation

$25,000-$49,999
Gibson Dunn & Crutcher, LLP
Girardi Keese
The Green Foundation
Main Street Advisors, LLC
Munger, Tolles & Olson LLP
Ann Peppers Foundation
Toyota Motor Sales USA Inc.

$10,000-$24,999
Allen Marks Leck Gamble Malloy &
Narvis LLP
Alston & Bird LLP
James Asperger & Christine Adams
Bowman and Brooke LLP
CourtCall, LLC
Craig de Recat

$1,000-$4,999
Robert L. & Sara M. Adler
Arnold & Porter LLP
Bingham McCutchen LLP
The Hon. William Bogard & Claire
Bogard
John & Louise Brinsley Fund of the
California Community Foundation
California State University, Los Angeles
Catherine G. Brown

$1-$999
James E. Alexander
Serdim D. Al-Sarraf
Saska T. Asamura
The Hon. Lourdes G. Baird (Ret.)
Donald & Caroline Baker
Allan Glitterman
Gordon & Beth Hensgold
Lamar K. Gershon
Munger, Tolles & Olson LLP

Donations through 12/31/2013. If your gift is not listed, please accept our apologies. Call Andrea at (626) 584-7494.
2013 FINANCIALS

STATEMENT OF ACTIVITIES
For the year ended December 31, 2013
With comparative totals for the year ended December 31, 2012

<table>
<thead>
<tr>
<th>Revenue and support</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2013</th>
<th>2012</th>
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<tbody>
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<td>Contributions</td>
<td>$555,967</td>
<td>$-</td>
<td>$555,967</td>
<td>$316,659</td>
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<tr>
<td>Grants</td>
<td>120,000</td>
<td>232,000</td>
<td>352,000</td>
<td>60,750</td>
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<td>Rental income</td>
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<td>379,369</td>
<td>364,160</td>
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<td>Training income</td>
<td>27,833</td>
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<td>27,833</td>
<td>59,280</td>
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<td>Investment return</td>
<td>143</td>
<td>443</td>
<td>586</td>
<td>1,365</td>
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<tr>
<td>Contributions in-kind</td>
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<td>21,416</td>
<td>23,094</td>
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<tr>
<td>Miscellaneous income</td>
<td>17</td>
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<tr>
<td>Net assets released from restrictions</td>
<td>131,558</td>
<td>(131,558)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total revenue and support</td>
<td>1,236,103</td>
<td>100,885</td>
<td>-</td>
<td>1,236,988</td>
</tr>
</tbody>
</table>

Expenses

| Program services | 890,933 | 890,933 | 890,365 |
| Management and general | 167,596 | 167,596 | 110,851 |
| Fundraising | 183,042 | 183,042 | 88,514  |
| Total expenses | 1,241,571 | - | 1,241,571 | 1,089,730 |

Change in net assets

| 5,468 | 100,885 | 95,417 | (264,422) |

Net assets, beginning of the year

| 2,942,688 | 68,417 | 25,000 | 3,036,105 | 3,300,527 |

Net assets, end of the year

| $2,857,220 | $169,302 | $25,000 | $3,131,522 | $3,036,105 |

25 Years Strong!

WJC celebrated its Silver Jubilee with the 2013 Justice Awards

Dr. Terence J. Roberts (l), pioneering civil rights activist and one of the Little Rock Nine received the Champion of Justice award from fellow WJC Board Member Justice Jeffrey W. Johnson.

Executive Director Judge Judith C. Chirlin (Ret.) presented Munger, Tolles & Olson LLP the Defender of Justice award. MTO partner and WJC Board Member Glenn D. Pomerantz accepted.

WJC recognized Toyota Motor Sales, USA, Inc. as a Defender of Justice. Christopher P. Reynolds (l), General Counsel & Chief Legal Officer, accepted the award from WJC Board Member Raymond R. Kepner, Esq.

STAFF of WJC

Judge Judith C. Chirlin, (LASCRet.), Executive Director
Lori Nelson, Associate Executive Director/Encompass Founder
Bethany Leal, Director of Operations
Andrea Carroll, Director of Development
Emily Linnemeier, Program Director
Teresa Wang, Digital Strategy Director
Kevin Blake, Artistic Director
Skyler Jackson, Program Strategist
Joe Evans, Property Manager
Camille Couture-Carter, Executive Assistant (through June 2014)
Sylvia Gonzalez, Executive Assistant (as of June 2014)
Clifton Martin, Facilities Assistant

COMPASSION PLAYS STAFF

Kevin Blake, Actor
Jose Cano, Sound Engineer
Frankie Garces, Actor
Peter Howard, Playwright
Melissa Morgan, Facilitator
Elizabeth Rainey, Facilitator
Lex Stepping, Facilitator
DeLanna Studi, Actor
Tim Wagner, Program Assistant

BARBARA MARTIN (1922-2013) As a staff member and volunteer, Barbara helped shape WJC from its inception until her passing on August 23, 2013. The WJC family – staff, Board, participants, donors – benefitted from her work and from her gracious nature. We remember and celebrate her generous and loving spirit.

Revenue & Support

Expenses