BUILDING A MORE CIVIL, PEACEFUL SOCIETY WHERE DIFFERENCES ARE VALUED.

2016 ANNUAL REPORT
LETTER FROM EXECUTIVE DIRECTOR

JUDGE JUDITH CHIRLIN

2016 was a tumultuous year for all of us. For me (and I know I am not alone) it was like a roller-coaster ride.

Here at Western Justice Center, where we exist to promote peaceful conflict resolution and to reduce prejudice and intergroup conflict, our programs continue to thrive, but the challenges brought on by the increasingly rancorous political climate make us realize that they are needed more than ever.

Programmatically, the year was as good as or better than ever. We began with our traditional Peer Mediation Invitational, where 150 elementary, middle and high school peer mediators joined us over two days for further mediation training and practice and to celebrate their contribution to the creation of school environments safe for learning. During the summer, we hosted our annual Summer Associates Lunch and held two sessions of ABCs of Conflict, where over 50 educators spent 30 hours learning about conflict resolution, how to teach conflict resolution and how to create peer mediation programs.

In the meantime, we continued to present our signature Compassion Plays program for student, educator and legal groups; our Associate ED Lori Nelson and Artistic Director Kevin Blake and their creative team continue to teach Creating Bias Free Classrooms in the Induction Program for teachers new to Orange County and Acting for Social Change, a service learning class at LA County High School for the Arts (LACHSA). The talented performing arts students in their ENCOMPASS/LACHSA class work with us, making the Peer Mediation Invitational lively and fun, helping Creating Bias Free Classrooms come to life, and creating video and other content for our School Tools and Haven websites.

We held our annual Justice Awards dinner in October, honoring the law firm of Allen Matkins for its emphasis on serving the community through pro-bono work; Wells Fargo Bank for its extensive record of philanthropy in Southern California; and perhaps the highlight, newsman John Quiñones, host of “What Would You Do?”

And then came the November election. The results caused us to make an even deeper commitment to working where we can to combat racism, homophobia, bias based on religion, gender, gender identity, ethnicity, or any other discrimination around identity. We will continue our work to create and strengthen schools and communities to be safe, welcoming and inclusive, where all of our neighbors can thrive.

Thank you for continuing to support us in this vital work!
The last Board meeting of 2016 started like most other Board meetings. Greetings, announcements, and then a financial report from Board member Mike Wallace. But when Mike began to speak, we all knew something was different. He said he didn’t want to talk about revenues and expenses, or about bar graphs and pie charts.

He said the three weeks following the election had made him reflect. What really matters to me? And what am I doing about it? He spoke from the heart. He paused often, clearly trying to keep his emotions in check. He told us that experiences very personal to him compelled that he take action to stop the bullying, discrimination and conflict that increasingly is affecting our children and our communities. Mike said he cannot sit still any longer. And he said he could think of no better way to take a stand against these insidious problems than to increase his support for the programs of the Western Justice Center. He then handed a check for $100,000 to our Executive Director. And he didn’t stop there – Mike has remained immersed in supporting WJC in many ways ever since that November Board meeting.

I thought for days about what Mike said (and how he said it). And then I also dug deeper, and so did a number of other Board members. Over the past year – and especially since the election – many of you also stepped up and supported the Western Justice Center in ways and amounts that really have made a difference. The programs of the Western Justice Center have never been better – we are helping teachers and students learn how to eliminate pernicious biases and how to resolve conflicts before they escalate into confrontations and violence. I am honored to be a part of the Western Justice Center as we adapt to meet new needs and goals in this shifting time in our history.

I hope you will continue to support our terrific programs and our amazing staff. We must stand together. Never before in our organization’s history has it been so crucial that donors and participants lock arms to promote peaceful and bias-free communities.
IMPROVING SCHOOL CLIMATE

ENCOMPASS CLASS
Students studied the effects of cyberbullying and then worked with Artistic Director Kevin Blake to develop a video on the topic. The video is being used in the training of school administrators so that they can learn what cyberbullying is and how it affects the people who are targeted as well as the school climate as a whole.

HAVEN
Haven is built to be a community for high school students such as those fighting bullying on their campus. Through Haven, these students can find resources, tips, community and advice to bring back to their schools. The password-protected site has a searchable library, which includes resources addressing some of the causes of bullying and promoting understanding and prejudice reduction.

CREATING BIAS-FREE CLASSROOMS
At each interactive training session, educators learn strategies for addressing bias-related bullying that targets students based on race, gender, gender expression or sexual orientation. When individual teachers and administrators strengthen their commitment and their skills, they help improve the climate of their schools.

“I was proud to be a part of a program that changes the way teachers think about bias and conflict. When you change the way teachers think and how they create safer classrooms, you change the whole school.”

- Cheri, Program Participant
Making a Difference

“I discovered that there are many ways to make a difference. Once you learn to listen with an open mind and have the empathy and the commitment, you can always make a positive difference in school, work and in the world.”

- Matthew, Program Participant

Encompass Class

Students participated in our first ever #GivingTuesday campaign to raise money for our Stop Homophobic Bullying project. They promoted the campaign and even came to our in-house headquarters to help out during Giving Tuesday. Their participation helped us raise more funding to educate teachers on how to identify and respond to homophobic bullying.

Peer Mediation Invitational

This annual event rewards and encourages peer mediators for making a difference in their schools. Peer mediation changes the dynamics of conflict on a school campus. Students willingly choose fellow classmates to help them talk their problems out with one another rather than having an adult tell them what to do or even punish them. As a program gets more established, students reach out to mediation before an issue spirals into something bigger, and the culture of how conflicts are handled becomes much more productive.

Haven

Students can share ideas for making a difference at school by joining a forum on Haven, the first online community for students and educators working on safe and welcoming campuses. The forum encourages students to share their ideas, successes and challenges with other students. Haven also provides resources to help students start clubs and create events.
TEACHING ABOUT CONFLICT

In 30 hours of intensive training, K-12 educators receive resources and build skills to add to their conflict resolution education toolboxes. When they return to their schools, they teach their students and colleagues to understand and analyze conflicts experienced on campus and resolve them productively. Participants model the skills, run community-building circles in their classrooms and support peer mediation programs.

This free interactive site gives educators access to conflict resolution curriculum to present in their classrooms. The curriculum includes nine levels of lesson plans with original videos, artwork and materials, including the newest level on culture and identity, which debuted in 2016. Lessons teach about the definition of conflict and its causes while challenging students to confront and manage their feelings surrounding conflict.

Lessons are organized with step-by-step instructions including interactive scenario exercises and quizzes which prompt critical thinking about conflict. School Tools is a unique one-stop-shop for K-12 educators to find conflict resolution materials to present to their students.

"When students facilitate the resolution of conflict within their own student body, it provides a glimpse of what society could be in the future. These programs are building the capacity for students to eventually create a more peaceful society and I am proud to play a small role in it."

- Jason Harper, Conflict Resolution Trainer

"Our students, with a wide variety of learning and social challenges, have benefited greatly having a program like this not only available but embracing of their challenges. For Frostig students, the SchoolTools.info curriculum provided online this year was a great way to share the benefits of peer mediation to a larger high school aged group."

- Monica Gomez, Frostig School Social Skills Coordinator
PROGRAM DESCRIPTIONS

**ABCs OF CONFLICT**

is a summer workshop in the principles of conflict resolution education. Participants learn how to integrate conflict resolution education into their classrooms and youth groups and how to set up mediation programs for their schools or organizations.

**COMPASSION PLAYS**

is a touring theatrical program that sparks transformative conversation among audience-participants about prejudice, intergroup conflict and personal responsibility. The program combines high-quality professional theatre with expertly facilitated discussion to make a lasting impact in a single session.

**CREATING BIAS-FREE CLASSROOMS**

is a unique professional development program that uses interactive theatre to train educators to create safer classrooms for students who are targeted by bias. The program features sessions on handling bias related to race, gender/gender expression and sexual orientation.

**ENCOMPASS SERVICE-LEARNING CLASS**

is a popular class for juniors and seniors at the Los Angeles County High School for the Arts. The class engages students in a life-changing exploration of race, gender and sexual orientation and prepares them to use their skills as artists to help create safe and inclusive schools. The students perform in the Peer Mediation Invitational and Creating Bias-Free Classrooms programs.

**HAVEN**

is the first online community for students who are actively engaged in creating safe and inclusive schools. This community includes peer mediators and students trained in conflict resolution, violence/bullying prevention and in other efforts to increase safety and inclusion. Members have access to experts in the field, new information on best practices and opportunities to learn from one another.

**PEER MEDIATION INVITATIONAL**

is an annual educational workshop and celebration of peer mediators. All Los Angeles County schools (public, charter and private) with peer mediation programs are invited to participate.

**SCHOOLTOOLS.INFO**

is a conflict resolution education resource website for K-12 educators that features our original video-based conflict resolution lessons for high school classes and clubs. The free site includes materials on program effectiveness and implementation, building support and related methodologies.
APPRECIATING DIFFERENCES

COMPASSION PLAYS
Created in 1997, this touring theatrical program uses performance and facilitated discussion to address stereotypes, prejudice and what gets in the way of valuing differences. Audience participants gain new insight into the experiences of people with different racial, cultural and national identities. In 2016, audiences ranged from teachers in the Arcadia Unified School District to students at Notre Dame Academy of Los Angeles to teachers at the Museum of Tolerance Tools to members of the California Judges Association.

SCHOOLTOOLS.INFO
Our summer internship program gives teenage artists who are passionate about appreciating diversity an opportunity to produce original videos for our SchoolTools.info and Haven websites. In the summer of 2016, 14 youth who had been a part of the ENCOMPASS class created 10 videos for the site which were added to the new Conflict and Identity level in the conflict resolution curriculum.

ENCOMPASS CLASS
This year-long class, offered exclusively at the Los Angeles County High School for the Arts, began the fall semester with activities designed to help students explore their own racial and cultural identities. The students grapple with questions like: how old were you when you first noticed racial differences? What happened? How do other people usually perceive your racial identity? How does it feel to be seen that way? Have you ever wished you could be a different race?

“At first, I thought appreciating differences was going to be easy. Over time, I realized that genuinely valuing all kinds of diversity is hard because of all the stereotypes and misinformation we are taught. In this class, I learned how to be open to all kinds of differences and how to treat people with respect. I wish everyone could take this class”

- Summer, Program Participant
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$100,000+
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$50,000-$99,999
- The Ralph M. Parsons Foundation
- The Rose Hills Foundation

$25,000 - $49,999
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Bryan Winter
Cathy Winter and Craig Palmer
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Harry M. Yohalem
Steve Zansberg
Wendy Zimmermann and Stephen Cutler
2016 JUSTICE AWARDS

The annual Justice Awards dinner celebrates leaders who exemplify the work of Western Justice Center (WJC)/ENCOMPASS.

John Quiñones
Champion of Justice

In 2016, WJC recognized John Quiñones as a Champion of Justice for his work reporting on stories of injustice, bias and bullying and heroic actions of bystanders through the ABC News television series, What Would You Do?

Allen Matkins
Defender of Justice

The law firm of Allen Matkins was given the Defender of Justice award in recognition of its work giving back to the community and promoting diversity and inclusion.

The Wells Fargo Foundation
Advocate of Justice

The Wells Fargo Foundation received the Advocate of Justice award for its support of local schools and nonprofits.
CHALLENGING BIAS

SCHOOLTOOLS.INFO
The “Prejudice Reduction” section of our site has resources on types of bias including gender, race, ethnicity, sexual orientation and religion. In 2016, we added three new videos to our “Sticks and Stones” original video series – “People of Color,” “Minority” and “Sexual Preference.”

COMPASSION PLAYS
When audiences discuss our play, Kick, many realize that their ideas about Native Americans were developed through exposure to stereotyped images in popular culture. The play makes the connection between stereotypes, prejudice and how Native American children experience school. Audiences come away with a new awareness of the impact of racial stereotypes and an understanding of how change can happen.

ENCOMPASS CLASS
Our service-learning class explores multiple issues of prejudice and then uses the participants’ training as artists to help reduce prejudice and conflict in schools. In 2016, some of the students created videos, “Living Up to Stereotypes” and “Assumptions about Language,” that explain how assumptions people make based on how you look or the languages you speak can be personally damaging.

“I learned how to challenge bias in a way that is both respectful and effective. I will use that for the rest of my life”

-Isaac, Program Participant
## Financials

**Western Justice Center Foundation**

### Statement of Activities
For the Year Ended December 31, 2016

*With comparative totals for the year ended December 31, 2015*

<table>
<thead>
<tr>
<th>Revenue and support</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>2016</th>
<th>2015</th>
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<td>Contributions</td>
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<td>Net assets released from restrictions</td>
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<td>(134,517)</td>
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<td><strong>Total revenue and support</strong></td>
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<td>(78,276)</td>
<td>-</td>
<td><strong>1,621,626</strong></td>
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<th>Expenses</th>
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<td>-</td>
<td>-</td>
<td><strong>1,589,736</strong></td>
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| Total change in net assets | 110,166 | (78,276) | - | **31,890** | (190,911) |
| Net assets, beginning of the year | **2,644,594** | **114,944** | 25,000 | **2,784,538** | **2,975,449** |
| **Net assets, end of the year** | $2,754,760 | $36,668 | 25,000 | $2,816,428 | $2,784,538 |

Please visit our website at westernjustice.org for our most recent IRS Form 990 and audited financial statements.
SCHOOLS & ORGANIZATIONS SERVED

96th Street Elementary School
A.E. Arnold Elementary School
Albert Monroe Middle School
Allesandro Elementary School
Alliance College Ready Public Schools
Alliance College Ready #12
Alliance Marc and Eva Stern Math and Science School
Alliance College Ready Middle Academy #4
Alliance Patti and Peter Neuwirth Leadership Academy
Andersen Designer School
Aragon Elementary School
Aronoff Preschool
Arcadia Unified School District
Aspire Inseep Academy
Broadous Elementary School
California Elementary School
California Judges Association
California School Public Relations Association
Calvary Chapel High School
Canoga Park High School
CCLA-Teacher Prep Academy
Celerity Nascent Prep Academy
Central School
Century Park Elementary School
College Park Elementary School
Corona Del Mar High School
Costa Mesa High School
Danbrook School
Daniel Webster Middle School
Dr. Albert Schweitzer School
Dr. Jonas Salk School
Dorris Place Elementary School
Eader Elementary School
El Dorado Avenue Elementary School
Eliot Arts Magnet School
Esther L. Walter School
Fairmont Preparatory Academy
Fairmont Private School
Foshay Learning Center
Frank D. Parent K-8 School
Frank Del Olmo Elementary School
Frostig School
Hamilton High School
Harbor View Elementary School
Harry C. Fulton Middle School
Hawthorne High School
Hazeltine Elementary School
Hebrew Academy
Hisamatsu Tamura Elementary School
Holmes Ave. Elementary School
Hopkinson Elementary School
Hutchinson Middle School
James H. Cox Elementary School
John A. Sutter Middle School
John Adams Middle School
John C. Fremont High School
John H. Francis Polytechnic High School
John Liechty Middle School
John Muir Middle School
Johnnie Cochran Middle School
Kazuo Masuda Middle School
King Drew Magnet High School
Knollwood Elementary School
Laguna Beach High School
Lawndale High School
Lee Elementary School
Lennox Middle School
Leuzinger High School
Lincoln Middle School
Los Alamitos High School
Los Angeles Pierce College
LA River School at the Sonia Sotomayor Learning Academies Campus
Los Angeles Unified School District
MacArthur Park VPA Elementary School
Maralyn Middle School
Malibu Jewish Center and Synagogue/Interfaith Inventions, Inc.
Margaret Landell Elementary School
Marina Del Rey Middle School
Mariners Christian School
Mariners Elementary School
Marshall School
McAuliffe Middle School
McGaugh Elementary School
Micheltorena Elementary School
Miles Ave. Elementary School
Museum of Tolerance
Newport Elementary School
Newport Harbor High School
Newport Heights Elementary School
Nora Sterry Elementary School
Northridge Academy High School
Notre Dame Academy of Los Angeles
Orange County Department of Education
Orange County Elementary Arts Academy
Orange County School of the Arts
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Paularino Isojiro Oka Elementary School
Ramona Elementary School
Rea Elementary School
Robert M. Pyles School
Roosevelt High School Wellness Clinic
Rosary Academy Foothills Preschool
Rossmoor Elementary School
Sacramento County Office of Education
St. Edward the Confessor Parish School
St. John's Lutheran School - Orange
Samuel S. Talbert Middle School
San Gabriel High School
San Mateo Community College
Santa Rosa City School District
Sequoyah School
Social Justice Leadership Academy @ Esteban E. Torres High School
Sonoma County Office of Education
South Pasadena High School
Thomas Starr King Middle School
Thurston Middle School
U.S. Grant High School
University High School
University of California, Davis
Walgrove Ave. Elementary School
Warner Ave. Elementary School
Washington STEAM Magnet Academy
Westwood College
Whittier Elementary School
Wildwood School
Wisdom Elementary School
RENT THE SPACE

The WJC campus rents offices to non-profit organizations and rents the main building, the Maxwell House, to the public for special events. The elegant historic building is used for weddings, parties, meetings and photo shoots.

TO LEARN MORE ABOUT BOOKING AN EVENT:
Visit our website www.maxwellhousepasadena.com or find us on www.weddingwire.com. For information on office rentals, call us at (626) 584-7494.
The Western Justice Center Campus is comprised of four buildings that provide space for non-profits offering important services to our communities. The organizations housed in the campus in 2016 were:

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