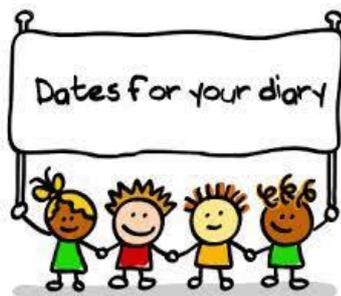


# AVP WA NEWSLETTER Autumn 2022



## Upcoming Workshops



*May 14-16: Acacia (Protection) – Basic*  
*May 21,28: Community – Bibra Lake – Basic*  
*May 23-26: Wooroloo – Basic*  
*Jun 11,18: Community – Mt Lawley – Advanced*  
*Jun 18-20: Acacia (Mainstream) – Advanced*  
*Jun 21-23: Bunbury Prison – Advanced*  
*Jun 27-29: Wooroloo – Advanced*

If you'd like to be involved in any of these, please contact Mark, our administrator (Details end of newsletter).

## Empathy and Compassion Workshop

This was the first in a series of Creative Conversations held on Saturday, 2 April at 11pm [UTC](#).

It was facilitated by Selene and Jim from Western Australia, supported by a skilled group from AVP International and attended by about 45 participants.

There were logistical challenges in having such a large group with several different languages but this was managed by having language common breakout groups and the Wordly translation program running concurrently.

The topic of Empathy and Compassion is one that fascinates us and we have presented this at both our national as well as international gatherings. Empathy seems to be an important aspect of understanding one another and avoiding or resolving conflict. Compassion is empathy in action and related to kindness and love.

AVP-I has circulated a more comprehensive report but in brief it was a rich and rewarding experience.

# Training Session Feb 2022



About a dozen of us gathered in person (wearing facemasks) with four on Zoom for the February training session. One thing we learned was that for the Zoom participants hearing the whole room can be difficult. We now have access to a “Meeting Owl” which is a piece of technology that should resolve the problem.

## Masks

We looked this exercise usually done in an advanced workshop to demonstrate what stereotyping feels like. Instead of masks (which we were all wearing anyway) we split the group by half of the wearing party hats. This was just as effective. The group wearing hats are less privileged and need to ask permission to speak and must use formal titles when addressing those without hats. There are no restrictions placed on the latter group. The whole group then tries to carry out a ranking task. This is rarely completed with friction between the two groups becoming the main focus.

The manual warns that this exercise can get heated and the facilitator needs to watch the process and stop it if she/he feels it’s getting out of hand. Some sort of deroling, hurricane like activity should be used to mix the group up and bring them back to reality.

There is a suggestion that shoes can be removed by the un-hatted people and replaced by those wearing hats but I think this is best omitted. Even without this step it is a powerful exercise.

## Unconscious Bias

In small groups we discussed the concept of unconscious bias. There are many types of unconscious bias (eg racism, gender, ageism) and, as the name suggests we may not be aware of them in ourselves. They are important because they effect how we relate to other people who can fellow team members of workshop participants. We may attach less significance to feedback from a team member against whom we have an unconscious bias. Alternatively we may feel disproportionate anger at that feedback, unconsciously considering ourselves to be superior.

Brining these biases into our awareness can be painful but is the necessary first step in controlling them. Should you wish to test yourself for unconscious biases go to: <https://implicit.harvard.edu/implicit/takeatest.html>

## **Break Out Groups**

We gathering in small groups to consider the following three issues:

### ***1) New facilitators***

A small group met with Sue and discussed the issues that new facilitators may encounter. This included the giving and receiving of feedback, connecting with mentors, workshop opportunities, and ideas for the retention of newly trained facilitators.

### ***2) Facilitator self-care***

As AVP-facilitators it is very important that we be self-aware of how traumas at any age affect our responses to others. And we need a deep sensitivity to the effects of trauma in everyone's lives, including our own.

We considered the place of

- Group Agreements
- Self-Awareness
- Self-care techniques

We considered the possible effects of primary (experienced directly), and secondary (experienced indirectly) trauma and discussed which of them may be evident for us in a workshop.

We shared techniques that we currently use to take care of ourself during an AVP workshop. These included to breathe, drink water, check in with the team, use breaks to take some space from people.

### ***3) Working in teams***

The facilitation team is central to the success of a workshop. A group of us listed those aspects that we considered to be of importance in maintaining a good working team:

- Clear communication.
- Acknowledging each other's skills.
- Learning from each other.
- Time for team building and debriefing.
- Being able to share with trust and confidentiality.
- A bit of fun and humour.
- Flexibility and willingness to try new things.
- Being aware of the purpose.
- Kind, honest, I-message feedback, including affirmation. Allowing self feedback first and asking questions rather than criticising.
- A good team balance of gender, age and experience. Ideally four.
- Having learning edges and always striving to learn something new.

# Community News

At the Darlington Community Garden Gus, Shelton, Sally, Alison and John (with his dog) all helped plant 2 climbing Peace Roses on either side of the Grand Arbor. All 5 are either AVP facilitators or have done a workshop. "There will be a little permanent AVP sign with the name of the rose, beside the plant. Our AVP committee is paying for the cost of the plants and as we all live in Darlington we will be able to care for it. The 8.00am sun was very glarey!" Sally comments. A very pleasant day enjoyed all round for everyone involved.



~

## AVP Stories

For many the AVP journey is an enlightening experience giving them new insights and a broader understanding of themselves, others around them and the world. AVP Stories is an opportunity to share your experience with others.

~

"I went to this workshop thinking I was going to learn some skills in how to deal with other people. Not only did I learn this, but I also learned much about myself due to the supportive and positive environment. I found self value, self worth and that group situations with strangers aren't scary as I thought they would be.

Participating in this workshop was a fantastic experience that will stay with me always. I am better equipped for all things life throws at me because now I know that I can cope and succeed. I have the confidence and skills to negotiate with others, without myself and anxiety getting in the way."

Tasha

# INTERNATIONAL AVP – ZIMBABWE

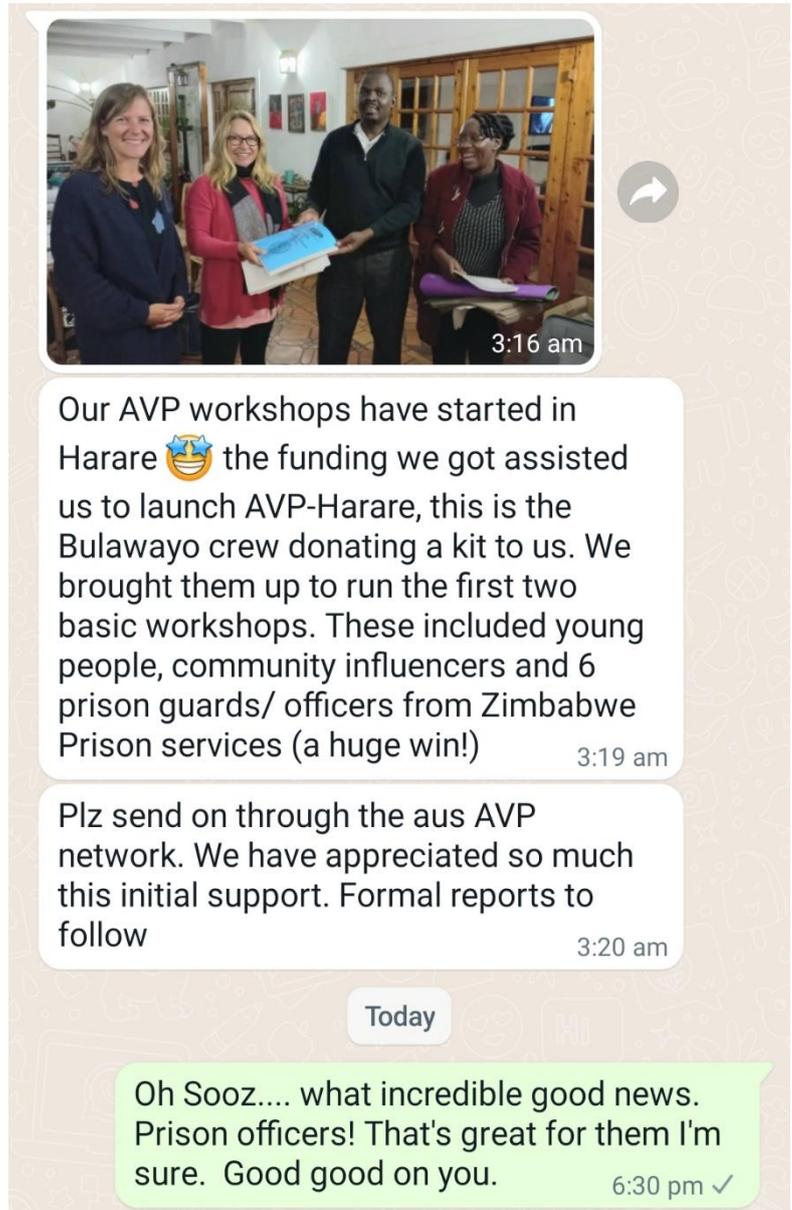
As many of us are aware there was a recent seeding of an AVP Branch in Harare, Zimbabwe which is blossoming into a celebrated success.

To the right is a message from Suzi sharing the news of how the support and funding from AVP Oz has helped the Harare Facilitators bring their branch into reality.

Sally Herzfeld, who has been instrumental in this endeavour has the following to share:

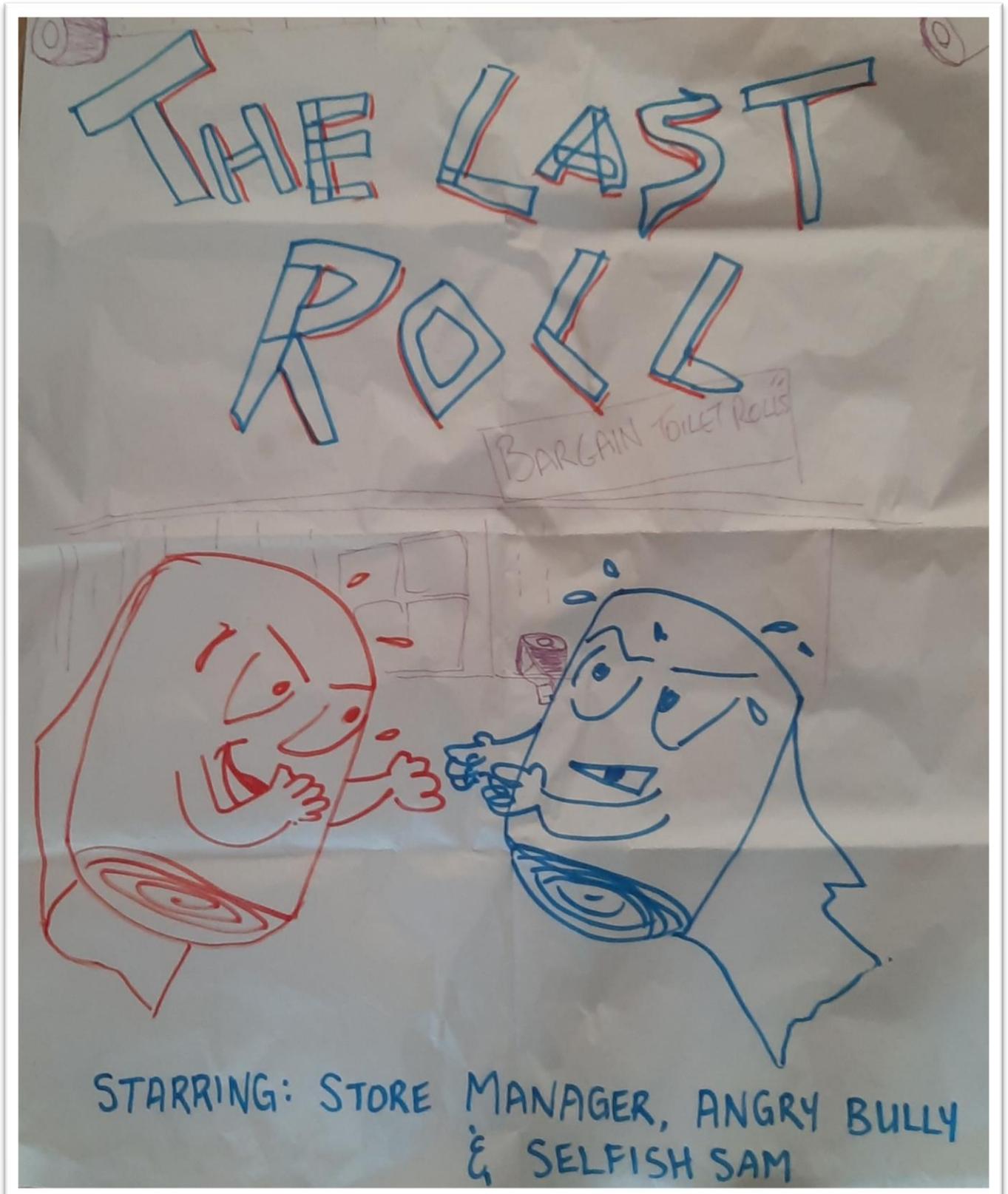
This is a bit of International AVP stuff. WA donated about \$4000 so that Zimbabwe could get started. Both the facilitators there were trained in Australia. The other International news is that I attend on ZOOM, the International committees of Education, Research and Co-ordinating. The main activity in which I am involved is the editing and selecting of any new material that is forwarded to us for the compiling of new manuals. It would be great if any WA facilitators have new ideas that they would like me to present at the Research meeting.

Thanking you,  
Sally Herzfeld



# ROLE PLAYS

From an inmate perspective some of the antics of the community during the covid-19 pandemic can seem a little comical, yet there is always an AVP lesson derived in every situation. Case-in-point is the toilet paper shortage which was played out in a recent prison Basic workshop to highlight these aspects. The editor is informed the roleplay was a raucous success well received by all involved. In respect to its originality the illustrative poster has been displayed in its original form.



# Word Find

Welcome everyone to the introduction of the word find to the newsletter! As well as a bit of fun and one of those activities to pass the time and keep the mind sharp, the word find is themed on aspects of AVP. Each newsletter will feature a new wordfind with a new theme shaped around various aspects of the workshops. This issue's word find is themed on the AVP Mandala. The great aspect is it can serve as a mindfulness tool for facilitators as well as a draw or ice-breaker for discussing AVP workshops with people who may be considering participating in an upcoming workshop.

The mandala grew out of early AVP workshops mainly through the telling of stories of nonviolent conflict resolution. When a group of people analysed these stories they found that the 5 attitudes of the mandala were the common themes. They were arranged as a pattern for easy memorising. The central concept of transforming power is believed to be influenced by the Quakers in the group who believe there is God in everyone, though on the whole it is seen as a non-religious ideology by most.



## The Mandala

E	T	A	N	G	A	S	E	L	F	N	S	R	T
R	O	S	T	N	A	N	S	E	O	V	T	E	G
O	N	G	N	I	A	N	I	I	O	N	N	N	R
F	R	N	T	R	K	S	T	P	O	X	I	E	W
E	A	T	H	A	N	U	K	N	I	M	S	A	T
B	T	A	U	C	L	S	V	E	R	P	A	R	S
F	C	E	C	O	T	I	R	O	E	A	E	E	R
O	E	O	S	E	O	E	F	C	O	R	T	A	E
C	P	G	I	L	I	S	T	P	A	G	T	C	W
B	X	I	E	N	N	R	S	F	E	U	F	T	O
M	E	N	T	A	S	A	K	E	E	M	N	I	P
C	T	S	R	E	K	R	E	H	T	E	T	N	O
S	I	T	T	A	O	N	O	S	N	N	S	G	R
G	S	P	W	E	T	H	I	N	K	T	S	O	H

TRANSFORMING  
THE  
SOLUTION  
POWER  
ARGUMENT  
ASK  
CARING  
RESPECT  
BEFORE  
EXPECT  
THINK  
REACTING  
BEST  
SELF  
NON-VIOLENT

### **Editor's note**

A newsletter is published every quarter.

If you have any news, photos, inmate contributions or new things you've tried in workshops, please send them to our newsletter editor Michael Hislop.

[hisloptm@gmail.com](mailto:hisloptm@gmail.com)

### **Need more information?**

For details of upcoming workshops or training, to volunteer to help facilitate a workshop, or just to find out more about AVP, please contact our administrator Mark Newhouse.

0400 231 151 [avp.wa1@gmail.com](mailto:avp.wa1@gmail.com)