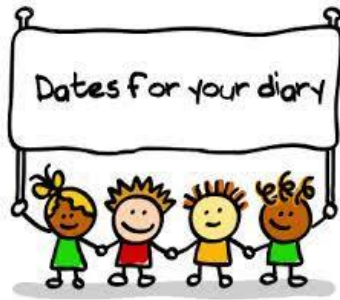


AVP WA NEWSLETTER – Spring 2022



Upcoming Workshops

Oct 22-24	Acacia (mainstream) Basic
Nov 5-7	Acacia (mainstream) Basic
Nov 7-9	Wooroloo Basic
Nov 12,19	Community - Mt Lawley T4F
Nov 15-17	Karnet Basic
Nov 19-21	Acacia (mainstream) Advanced
Nov 22-24	Bunbury Prison T4F
Nov 29,30	Community - Newman Basic
Dec 12-14	Wooroloo Advanced

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

End of Year Gathering

The end of the year is around the corner with only 10 weeks till Xmas and as such our end of year gathering is coming up also. The details are:

Saturday, 10th December, Midday

Burswood Park

Format: Picnic/barbecue, BYO everything.

Family members and friends most welcome 😊😊

We'll specify a meeting place and send out reminders later.



A Call For Ideas

Part of the spirit of AVP is also about inclusiveness to enable as many people as possible to experience the transformative peacefulness of AVP.

To that end a request for ideas about suitable exercises goes out to all our readers for new ideas or a reinvention of old ones to allow for those participants with special qualities or who are differently abled to experience and enjoy the full benefit of AVP. These could be focused around L&L's, Exercises or Role Plays even.

Not only does this allow participants of all abilities to enjoy the full benefits of AVP but it also better enables facilitators to provide workshops in a timely and efficient manner.

For example, recently AVP did a workshop with university professors in the Philippines and they spent nearly an hour on Broken Squares discussing the meaning and purpose of it after doing it. Some were not very quick at making the square, but SCF and Red Cross type organisations came into the discussion.

All ideas are welcome and can be communicated to a AVP Committee member either in person or emailed via the AVP portal.

Facilitator Day

Finessing feedback.

We give feedback in AVP for the sake of improving the quality of our workshops as well as encouraging and affirming one another. We considered this process at our last Facilitator Day. Affirmative feedback is usually welcomed but accepting feedback for change can be challenging. Feedback given kindly and received openly usually has a good outcome, but feedback given aggressively and received defensively can often have a bad outcome. In small groups we discussed the factors that affect how feedback is given and received.

Giving Feedback:

- Respectful
- Constructive
- Good will
- Sharing your experience of doing an exercise
- Being non judgemental
- Ask questions about how they felt "Were you nervous?"
- Talk about modelling, gestures that are appropriate with this environment
- Stating that feedback is a very important part of the AVP process
- Downloading before leaving is beneficial for the group or individual do don't take it home
- Time for thinking of different approaches democratic/autocratic

Receiving feedback:

- Offensive thoughts become defensive
- Focus
- Be present, don't formulate response
- Honest feedback
- Meet the purpose of the exercise
- Engage the participants

- Ask questions for further details
- Open to feedback
- Authentic
- Good team preparation creates goodwill
- Feel like you are receiving genuine feedback

It was clear that in both giving and receiving feedback honesty and authenticity are important, Good team preparation helps to build the trust necessary for this process. We should guard against giving feedback simply because we think our way is better or because this is the way it has always been done.

International AVP with Zimbabwe

Good Afternoon,

I hope this finds you all well in Perth.

We wanted to share the post workshop report from the Advanced AVP Workshop we managed to run in Harare, Zimbabwe this month.

The Harambe Trust team took the lead in coordinating this workshop and invited the AVP Zimbabwe team to facilitate the workshop.

Dr. Mandlenkosi Moyo (Dr. Mandla) and Dr. Ntombizakhe Moyo-Nyoni (Dr. Zakhe) from AVP Zimbabwe came from Bulawayo and ran the 2 day workshop in which we used the remainder of the generous funds from your team in Western Australia.

Our next steps are to fundraise through corporate partnerships and possibly other AVP groups who have outreach programs to Africa

1. To run an AVP Facilitator Training this year.
2. To support new facilitators to shadow and do further upskilling at workshops run by (which most likely will be in the Matabeleland region)

Having Harare based facilitators will bring the cost of workshops down considerably and accommodation costs of facilitators from Bulawayo. As well as enable us to run workshops to other areas and to run workshops in the native language of this region.



We want to thank you again for your support and help to get AVP Harare started.

Kind regards

Natasha

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[Natasha Venables](#)
[Rotary International Peace Fellowship \(2017-2019\)](#)
[M.A Peace Studies \(Hons\)](#)

Report on the AVP Advanced Workshop : 17th & 18th August 2022, Harare

Zimbabwe's current socio-political and economic challenges are testament to a nation in deep crises.



The sharp increase in protection concerns captured by the **Zimbabwe Human Rights Association (ZimRights) State of Peace : Community Peacebuilding and Action Report 2021**, identifies Zimbabwe as a nation living in 'fragile peace, bags packed and ready to run.' Innovative community peacebuilding approaches must be pursued to detect, resolve and interrupt the cycles of escalating violence.

In line with our mission of *facilitating transformative learning opportunities for disenfranchised communities through community centred leadership development and skills development*, Harambe Trust successfully hosted the **Alternative to Violence Project (AVP) Advanced Workshop** in partnership with AVP Zimbabwe and Tana Consultancy. The Advanced Workshop is the second step in a three-part program to accreditation as a facilitator for AVP. Dr. Mandlenkosi Moyo (Dr. Mandla) and Dr. Ntombizakhe Moyo-Nyoni (Dr. Zakhe) from AVP Zimbabwe, facilitated the two-day workshop.

Participants

The workshop had 17 participants progressing from the Basic workshops held in April 2022. Keeping in mind the long-term and strategic nature of AVP work, participants were drawn from senior officials from the Zimbabwe Prisons and Correctional Services (ZPCS) Rehabilitation Department, the education sector, organisations working with youth and Persons With Disabilities (PWDs) were selected from the pool that attended the two Basic Workshops in April 2022.

The Workshop

Day 1

Introduction

Sessions commenced with opening remarks from Harambe Trust Director, Unopa Makanyanga before engaging participants to do personal introductions stating names, where they were from and their expectations from the workshop. Dr. Zakhe gave a recap of the Basic Training before introducing the Advanced Training. She highlighted the AVP's transforming power philosophy as well as the project's five notions which were – affirmations, cooperation, community trust building, violence is a choice, and the exploration of alternatives.



Adjective Names

After participants had de-rolled from their work and social titles they were, once again, given a chance to pick an affirmative adjective name. Most of them retained their adjective names from the Basic Training. The exercise enabled self-connection and became a source of inner strength.

Concentric Circles

In pairs, participants were asked to narrate to their partner a challenging issue he/she was facing or something he/she liked about themselves. The listening partner's duty was to repeat what the first part had said. The exercise was meant to have participants recognise the importance of and feelings experienced from being attentively listened to.

Factors Affecting Goal Achievement

After lunch, participants gathered to describe the things they have always wanted to do in life as well as the possible hindering factors. Six factors were discussed which were fear, power (either feeling powerful or powerless), unforgiveness, anger, communication, and stereotyping. Again, in pairs, participants were asked to share a personal goal with each other with the objective of experiencing and discussing the importance of goal sharing. The main takeaway from the exercise was the need for one to establish a safe space where they could be listened to. The factors affecting goal achievement cited the most by participants, were fear and poor communication (encompassing insufficient information).

Fear

As an expansion of hindrances to goal achievement, it was agreed that fear could be transferred, could motivate one to perform better (positive fear) or could be a source of discouragement (negative fear). It was also noted that fear could escalate into violence as it could be a form of self-defence



Day 2

Importance of Group Decision Making

Discussions, marking the beginning of day 2, showed that idea sharing was good for enriching ideas, bringing collective effort, and instilling a sense of ownership in the shared idea. This enhances commitment and discipline and enables checks and balances. Popular group decision-making methods were discussed: Consensus, Autocracy, Democracy, Casting lots, Avoidance, and Compromise. After much debate and discussion, it was agreed that Consensus was the most ideal style of Group Decision Making.

Following up on Day 1's major hindrances to achieving goals, fear and communication were discussed further:

The Escalation of Fear

The facilitators presented the escalation of fear as shown below:

Calm → Apprehended → Anxious → Frightened → Panic → Terror

The outcome of the discussion was the importance of de-escalating fear using methods like taking deep breaths, relaxing, getting enough information and doing away with assumptions.

Effective Communication

Communication was said to be either of these three:

- Active Communication
- Passive Communication
- Aggressive Communication

Healing Circle

The facilitators had emphasised that AVP sessions were not religious but could be spiritual, they were not therapy but they could be therapeutic. Towards the end of Day 2, participants were asked to write a letter to themselves or to someone who might have hurt or disadvantaged them. In the letter, participants were asked to write the areas they felt hurt or let down before stating the corresponding forgiveness and the statement of moving on.

Affirmation Posters

Participants attested to AVP workshops' ability to bring them together, enabling them to recognise and point out the good in others. This was evidenced during the filing-in of the affirmation posters where each participant wrote something good and encouraging about the others.

Graduation and Closing Session

The culmination of the two days was the graduation, where all the 17 participants received a certificate of completion, with each participant taking time to affirm and graduate another participant.



Workshop Reviews

Harambe Trust staff, as lead coordinators, held a debrief, soon after the workshop, with the facilitators reviewing the two days of training. Appreciation was given to the AVP Zimbabwe team for the support in the planning, financing, and facilitation of the workshop. The team attested to the evident impact the training had, which they observed in participants during the workshop.

The following were recommendations for the next workshops:

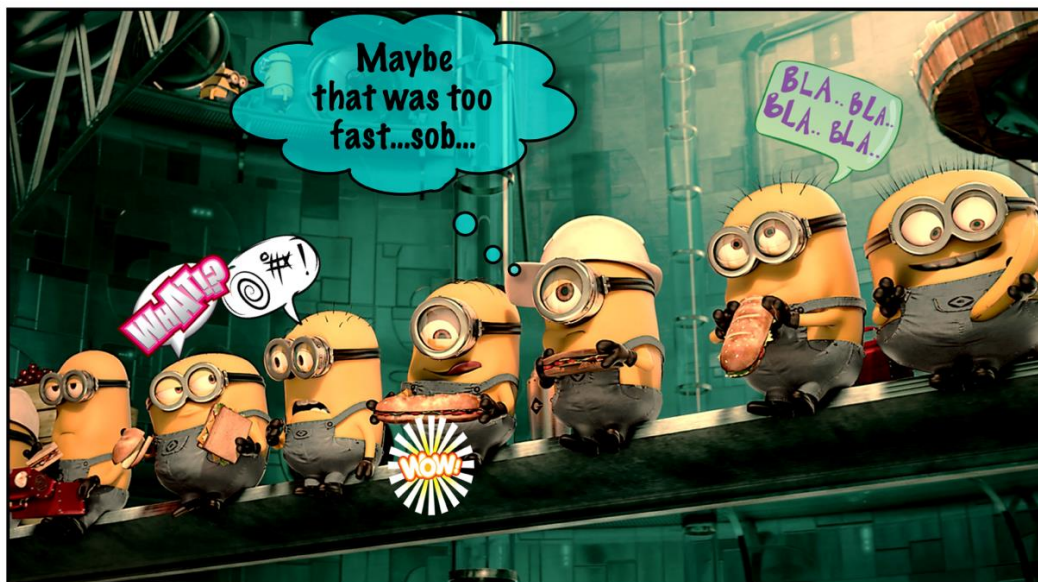
- That there be enough collaboration with the facilitators at the planning stage to ensure key areas, like participant selection, certificate design, and program, are sufficiently covered.
- That the next training workshop is planned well in time – resources to determine the possible dates for the next training.
- The pool of advanced trained participants is to be increased for easy selection of participants for the Training for Facilitators workshops.

****For a copy of the full unabridged copy of the Report please contact the editor – Taryn Michael Hislop****

What If.....?

The all new 'What If.....? A comic visualising our world and its multitude of scenarios through a non-AVP and AVP lens respectively through comedy, satire and drama.

Minions Antics



There are times in life when we are so caught up in the moment we only hear what we want to hear and we do not communicate and clarify what was being said. This can lead to confusion and a myriad of other emotions as a result, much like the comic strip adaptation of the above funny fellows. Enjoy!

Word Find

Welcome everyone to a new word find! 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 features a new word find with a new theme shaped around various aspects of the workshops. This issue's word find is themed on communication. The wonderful aspect of communication is how it is both positive and negative. It can lift a person up in celebration or bring them down in an argument even when we don't mean to. One of the ways to always be positive in communication is to think before we speak, take a breath, count to three, or simply reflect a moment before speaking. Enjoy!

Communication

S	E	V	I	T	R	E	S	S	A	O	F	R	U
I	L	U	F	T	N	E	S	E	R	S	I	P	T
S	T	I	P	O	S	I	T	I	V	E	G	Y	I
G	S	E	N	A	G	G	R	E	S	S	I	V	E
R	S	V	U	E	M	P	A	T	H	Y	F	M	P
P	S	I	P	A	D	E	X	P	R	E	S	S	E
O	N	T	F	I	F	E	E	L	I	N	G	S	T
L	O	A	T	T	R	E	I	U	V	V	I	I	T
I	I	G	P	I	T	N	E	F	G	A	V	V	S
T	T	E	V	I	S	U	B	A	I	S	S	V	T
E	O	N	P	A	S	S	I	V	E	T	E	M	A
S	M	I	V	V	G	N	I	N	E	T	S	I	L
E	E	U	N	P	L	I	S	T	E	N	S	U	L
U	G	P	L	T	N	H	A	P	P	Y	L	I	J

HAPPY
FEELINGS
EMPATHY
EMOTIONS
ABUSIVE
LISTENING
JUSTIFIED
EXPRESS
POSITIVE
ASSERTIVE
NEGATIVE
POLITE
AGGRESSIVE
RESENTFUL
PASSIVE
LISTENS

Play this puzzle online at : <https://thewordsearch.com/puzzle/4148377/>

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

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.
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