

AVENUES FOR JUSTICE FY'20 ANNUAL REPORT

Commit to Justice. Work for Change.

ABOUT AVENUES FOR JUSTICE

For more than 40 years, Avenues for Justice (AFJ) has diverted young people in New York City from Jail to community-based support which provides them with court advocacy, tutoring and mentorship, mental health support, job training and growth oriented programs. Co-founded by Angel Rodriguez, who remains at the helm, AFJ has saved the lives of thousands of young people.

At a time when the U.S. incarceration rate is the highest of any nation in the world and a cycle of arrests and imprisonment has become the norm within many low-income communities, **AFJ has bucked the trend to become one of the most successful and cost-effective alternative-to-incarceration programs in America.**

We offer three forward-looking programs that focus on participants' individual needs, all with the aim of steering them from crime to a path of future success:

| | |
|-----------------------------------|--|
| PROGRAM #1 (ATI) | Court Advocacy/ Alternatives to Incarceration (ATI) for Court-Involved Participants. |
| PROGRAM #2 (AT-RISK) | Prevention Programs for Youth At-Risk of Arrest. |
| PROGRAM #3 (REFERRALS) | At-Risk Youth Needing Short-term Help and Referrals. |





OUR IMPACT

400+

Number of participants served in FY'20

97%

Percentage of AFJ graduates who avoid reincarceration three years after enrolling in our program

"The impact that AFJ has had on my life cannot be expressed in words. This is why, after 25 years I continue to come back, give back, and share my story."

LUIS
AFJ Alumnus

"I got a lot of credit to be honest to Nelson, my court advocate. He was always there talk to me, calling me, telling me like hey John you got to do this; coaching me like a father. And that's something that you can't get no where else. It's kinda like a family member. Not everyone treats strangers like family. Even though it's his job, he makes it feel more like it's his life. It made me feel special. It made me feel like I wanted to change, like I wanted to do better."

JOHN
AFJ Participant

OUR IMPACT

50+

Number of job certificates earned in just one year of our career certification program

40+

Years of continuous BIPOC leadership led by Executive Director, Angel Rodriguez.

29

Participants received Youthful Offender status or had a reduction in their case in FY'20

81

Current participants have received a High School diploma or equivalency while with AFJ.

"I rely on AFJ. If I have a kid under 20 who had no criminal involvement in the past, then has appeared with five cases in the last few months, I'll talk to AFJ and have them talk to the kid and the family to develop a plan. I know AFJ will figure it out – and hold the kid accountable."

NYC JUDGE

259

Referrals made to third party providers in FY'20.



EVIDENCE-BASED APPROACH

EFFECTIVE ATI: Needed now more than ever.

The socio-economic challenges that drive young adults into criminal behavior continue to escalate. Effective, cost-efficient alternatives to incarceration and prevention programs are more needed than ever, especially as policy in New York City and New York State moves to reduce detention and incarceration as a response to youth crime except where public safety truly requires it.

PROVEN SUSTAINABILITY: 40+ years of proven record.

AFJ is an established partner in NYC's justice and crime prevention networks. Our headquarters are in the Manhattan Criminal Courthouse. Judges and agencies view AFJ as a reliable and effective ATI program.

Embedded in Harlem and the Lower East Side, the open doors of our community centers keep us connected to our neighborhoods and help us build trust in the community

AFJ adapted to the pandemic as we have to many other crises, pivoting to on-line services and dramatically increasing tutoring support, program offerings, and geographic reach.

AFJ has showed steady budget growth over 40 years to \$1.9M, building our funder base and expanding and diversifying programming to meet needs.

STABLE LEADERSHIP OF COLOR

For over 40 years, AFJ's Executive Director and Co-Founder Angel Rodriguez has led the organization, set the policies, and selected the staff. The members of AFJ's management team are all African-American.



2020 FINANCIAL HIGHLIGHTS

AFJ's annual budgets have remained below \$2 million. We keep our overhead low: **80% of the AFJ budget goes directly to support program.**

| | | |
|---|-------------|--------------------|
| FOUNDATIONS GRANTS, CONTRIBUTIONS, & OTHERS | 56% | \$1,123,218 |
| INDIVIDUAL CONTRIBUTIONS | 14% | \$274,224 |
| SPECIAL EVENTS (NET) | 18% | \$350,150 |
| GOVERNMENT CONTRACTS & GRANTS | 10% | \$203,500 |
| IN-KIND CONTRIBUTIONS: SERVICES, FACILITIES | 1% | \$20,800 |
| INVESTMENT INCOME | 1% | \$27,819 |
| TOTAL REVENUE & PUBLIC SUPPORT | 100% | \$1,999,791 |

[CLICK HERE FOR AFJ'S FINANCIAL STATEMENTS](#)

RETURN ON INVESTMENT

\$5,500

The annual cost of participation at AFJ per participant

VS.

\$450,000

The annual cost to incarcerate one person for a full year in NYC.



OUR PARTICIPANTS

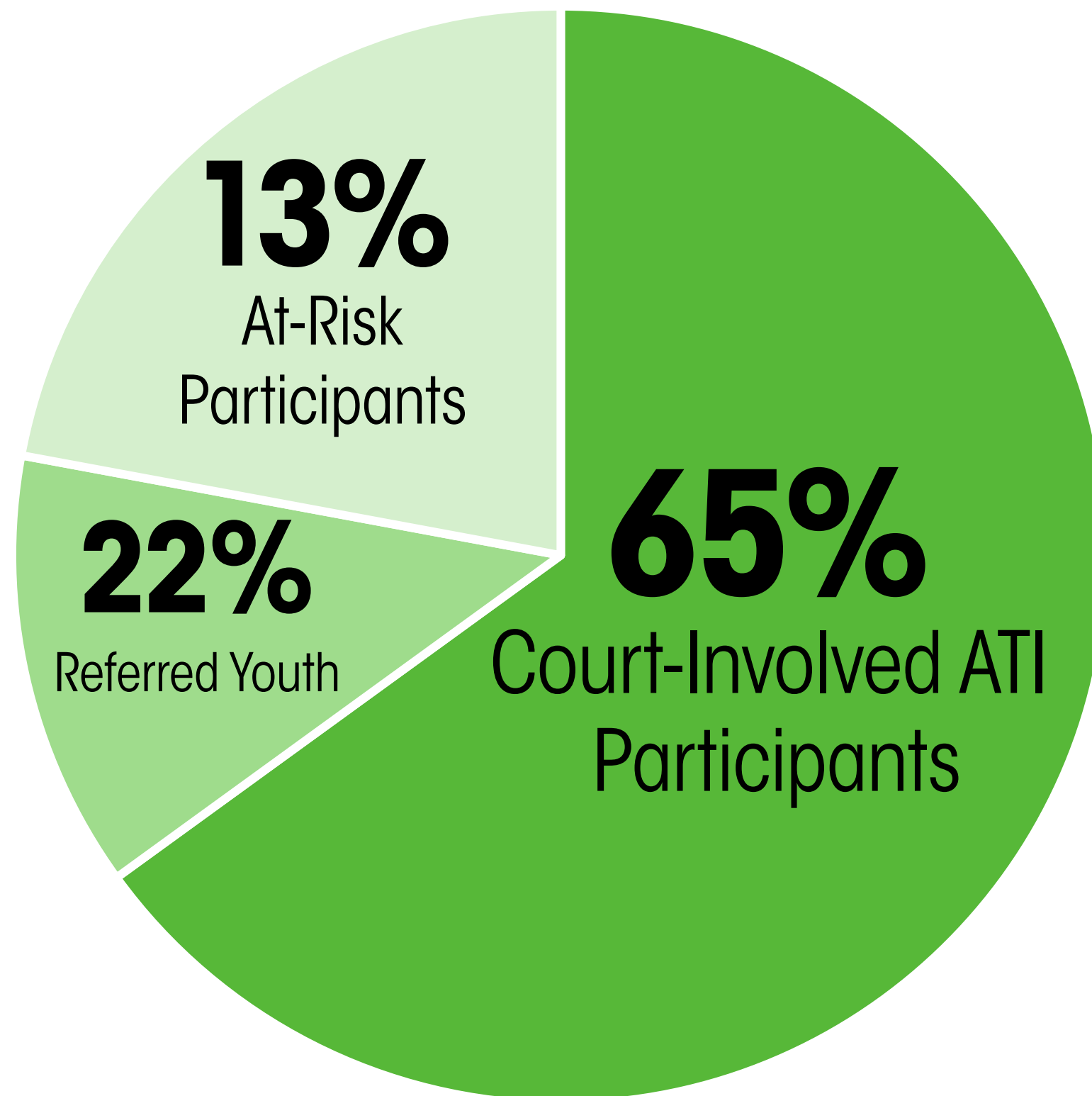
In 2020, AFJ served 403* ATI court-involved and at-risk youth ages 13 - 24 from across the city. These 403 youth participated in one of AFJ's three program areas:

262 (65%) were court-involved participants enrolled in AFJ's intensive ATI program;

52 (13%) were at-risk youth who participated in AFJ's crime prevention programs at our community centers;

89 (22%) were at-risk youth who received referrals through our community centers and court advocates.

[FOR MORE CLIENT DEMOGRAPHICS CLICK HERE!](#)



*We saw a reduction in at-risk participation in 2020 due to the pandemic as we were forced to close our community centers. We expect to re-open fully by July of 2021!

EDUCATION

RECONNECTED WITH SCHOOL: Some youth stop attending school prior to graduation so Avenues for Justice re-connects them, and meets frequently with their teachers and school staff to identify needs. Under COVID quarantine, AFJ partnered participants with volunteers to tutor and mentor them for online study with the Department of Education, providing laptops when needed.

TUTORING TO STAY IN SCHOOL: AFJ recruits volunteers to help youth with their homework and school subjects. During the quarantine we opened online tutoring and increased volunteer tutors from 5 to 60.

GOLDMAN SACHS STEM BOOTCAMP: Goldman Sachs is leading a one week back-to-school STEM bootcamp, coaching participants in science, technology, engineering and math.

ADVANCING TO COLLEGE: When youth successfully obtain a diploma, Avenues for Justice works with them to enter college full or part-time. Assistance includes college visits, SAT-prep and help with applications and financial aid, as well as tutoring.





HIRE UP: TRAINING PROGRAMS

DIGITAL LITERACY: AFJ provides both self-paced and group instruction for digital literacy, with certification available for 70 levels of aptitude. In less than a year, 42 students have earned 57 certifications.

OSHA-30 CONSTRUCTION SAFETY: OSHA certification is required for all NYC construction workers. AFJ offers self-paced online curriculum approved by the US Occupational Safety and Health Administration (OSHA), and currently has 25 students.

ENTREPRENEURSHIP: AFJ is partnering with Slickdeals to teach participants to launch and market an online tee-shirt business.

JOB READINESS BY CORPORATE PARTNERS: 300+ have participated in these weekly workshops led by corporate partners, segmented for pre-employment ages and for ages 16 and up. Professionals also discuss their careers to broaden participants' scopes.

LEGAL RIGHTS, LIFE SKILLS, & MENTAL HEALTH: Each week, AFJ offers workshops on legal rights, self-expression through creative writing, and mental health coping and management skills.

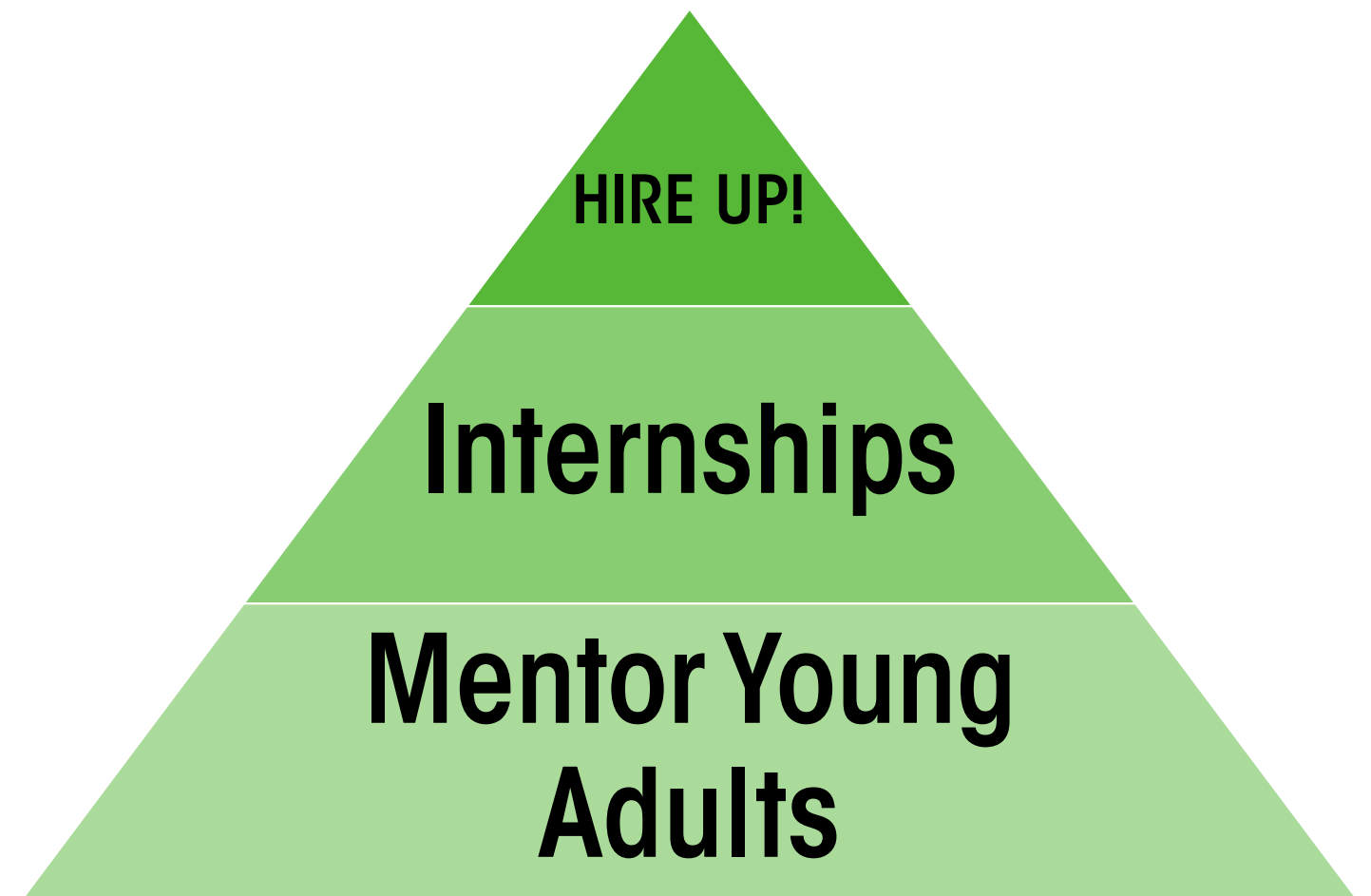
HIRE UP: CORPORATE PARTNERSHIPS

STEP 1 - MENTOR YOUNG ADULTS: Corporate partners' staff mentor by describing their positions, their work life, answering questions, and preparing our participants for a world of employment that's been out of reach. Mentors can assist with resume writing, mock interviews and skill development.

STEP 2 - INTERSHIPS: AFJ will work with your corporate partners to create an internship agreement for the hours they need, including work stipends.

STEP 3 - HIRE UP! After getting to know our participants and assisting them in building awareness and skills through mentorships and internships, corporate partners can hire them for a full, or part-time job while they receive program support from AFJ and your company mentors.

SIGN UP FOR HIRE UP: If you have a potential opportunity for one of our participants, or would like to learn more about our employment placement needs, please email our Manager of Court Advocacy, Gamal Willis at gwillis@avenuesforjustice.org.



2020 OUTCOMES DASHBOARD



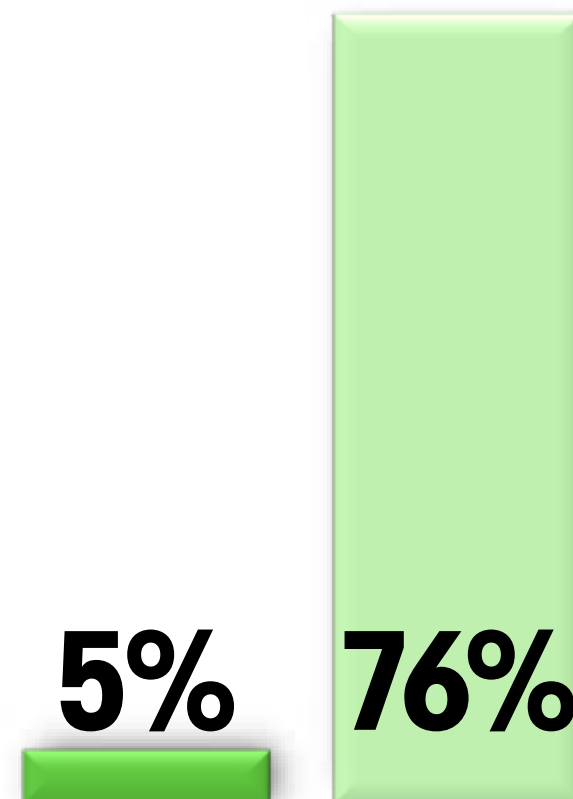
5%

OF AFJ PARTICIPANTS WERE RECONVICTED OF A CRIME THREE YEARS AFTER ENROLLMENT AT AFJ

VS.

76%

OF JUVENILE OFFENDERS WHO WERE RECONVICTED AFTER THREE YEARS OF RELEASE.



■ AFJ Participants ■ Juvenile Offenders Post-Release

[VIEW 2020 OUTCOMES DASHBOARD](#)



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PARTICIPANT TESTIMONIAL

ANA, Adjudicated Youthful Offender in 2021: The positive energy. Whether you had a bad day at work, school, home, you come here and it's a whole different vibe. Someway, somehow, you're going to forget why you were even mad. Coming here, there's joy, love and positivity.

PARENT TESTIMONIAL

DOLORES: I'm so thankful for having you AFJ since day one and I'm very thankful for everybody that has extended their hands for me and My family in the times of need. I'm trying to educate myself and my kids to help my family and help others as well. You guys are going to get tired of me saying thank you!!!!

ALUMNUS TESTIMONIAL

JULES FEBRE, GRADUATED 1997; Yoga Instructor, Berlin: The intervention that AFJ provides may be one of the best ways to find a resolution, to bring a life back into a a clear perspective, to navigate to calmer waters. The the clear and decisive action taken by AFJ along with my family is what allowed me to really see the scale to which my life choices were impacting me in a negative and potentially enduring way. I am grateful for the work I was able to do at AFJ and credit them impacting my ability to be in the place I am today happy and healthy even in stormy waters.

VOLUNTEER TESTIMONIAL

NINA: The Lower East Side Community Center really means so much to me. It felt as much like a home to me, as much as it does for the kids. There is nothing like face to face time at the center. I am so incredibly impressed and proud to have seen AFJ deal with the last year head on and continue to create a space and community for these kids.

DONOR TESTIMONIAL

JUDITH M LUKIN, Long-time Supporter: I knew Bob Siegel just after he founded the (AFJ). For a while I worked for Angel Rodriguez, and helped raise funds for this organization. The two most important factors that make this valiant effort a success are (1) the staff are available to the young people `round the clock (24/7) and (2) judges in the courts are willing to take the huge risk of placing a criminally charged young person with (AFJ), rather than to incarcerate, because they trust (AFJ).

If we had more programs this attentive and immediately responsive to the needs of our young people and their families, there would be significantly less need for jails and prisons, less need to incarcerate and stigmatize, and finally, we would understand what it takes to move public attitudes from punishment to providing care.

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AVENUES FOR JUSTICE, INC. SUPPORTERS: JANUARY 2019 TO JANUARY 2021



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Contribute to Avenues For Justice and support one of the nation's most cost effective, successful crime-fighting programs.

Help hundreds of young people get their second chance each year in Harlem, Lower EastSide, and throughout Manhattan.

Donate online:

www.avenuesforjustice.org

Donate by mail:

Avenues For Justice
100 Centre St, Room 1541
New York, NY 10013

Please make your contribution payable to Avenues For Justice.

Contact us at:

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Photos by Marty Umans

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