



CENTER FOR  
ANTI-VIOLENCE  
EDUCATION

Center For Anti-Violence  
Self Defense Workshop



CENTER FOR  
ANTI-VIOLENCE  
EDUCATION

# ANNUAL REPORT

July 1, 2021 - June 30, 2022

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Garden of Hope  
EST. 2004  
We help. We hope.

# About CAE



## Our Mission

The Center for Anti-Violence Education (CAE) works to prevent, disrupt and heal from hate violence in our communities through educational programs that center the experiences of the most marginalized people among us.

## Our Vision

CAE envisions the world we want to live in as an ever-expanding community of Upstanders, actively working to uphold the humanity and well-being of the collective, especially the most vulnerable among us.

## Our Approach

To CAE, anti-violence means that each one of us is safer when all of us are safer. So that's what we do. We develop and deliver workshops, training and programs that link individual safety and well-being to the safety and wellness of our broader communities. Since our founding in 1974 as Brooklyn Women's Martial Arts, we have trained over 70,000 people in NYC and beyond. We run comprehensive violence interruption programs, training those at high risk and those seeking to be violence disruptors in Empowerment Self-Defense and Upstander tools, skills and strategies.

# Who We Are

## CAE Team

### **Bianca Rhea**

Anti-Violence Educator  
& Advisor

### **Gabriella Carillo**

PT Project Coordinator

### **Jasmin Duran**

Program Coordinator, Youth

### **Jenelle Salem**

Executive Assistant

### **Jon Diep**

Development Manager

### **Loren Miller**

Executive Director

### **Nordia Bennett**

Program Coordinator, Upstander

### **Rae Switlick**

Program Manager, Empowerment  
Self-Defense

### **Stevie Triano**

Coordinator of Evaluation and Development

### **Takako Kono**

Deputy Director



## Board of Directors

### David Barbee — Co-chair

Managing Director, Head of Business Development -  
Middle Market Financial Sponsors Group  
JP Morgan Chase

### Kate Lee Butler — Co-chair

Chief Content Officer,  
Golden Peak Media

### Monica Reyes-Grajales — Secretary

General Counsel & Chief Compliance Officer  
Titan Advisors

### Nick Molloy — Treasurer

Vice President  
BlackRock

### Bianca West

Founder, Creative Director  
21 Degrees West

### Caitlin Heffernan\*\*

Vice President,  
Macquarie Group

### David Russo\*

Managing Director and Key Account Manager  
iCapital

### Diane Arber\*

Retired Head of HR for  
Institutional Clients Group  
Citi

### Frederic Krieger

Senior Counsel  
Davis Wright Tremaine LLP

### Liz Michaud\*\*

SVP & CIO  
NBC Universal Media, LLC

### Marcus Wilson

Senior Vice President  
Platform Operations  
Dynasty Financial Partners

### Micheale Taylor

Head of Middle & Back Office Technology  
Balyasny Asset Management L.P.

### Michelle Crutchfield

Director & Assistant  
General Counsel  
Bank of America

### Sheila Wellington

Retired  
Stern School of Business & CEO Catalyst

### Simon Rice\*\*

SVP Solutions Architecture Direct-to-Consumer  
NBCUniversal Media, LLC

\*BOARD MEMBER LEFT IN FY22

\*\*BOARD MEMBER JOINED IN FY23

## From The Co-Chairs of the Board of Directors:



*Kate Lee Butler, Co-Chair*

As we look at the past year laid out in this report to you, we are again struck by the dramatic need for CAE's drive towards anti-violence. Violence remains a combustible undercurrent of our society and both large- and small-scale forms are pervasive. We are not strangers to feeling disheartened. But in the face of this, CAE has been steadfast, dedicated to countering hate violence by building communities of Upstanders – people trained to de-escalate violent situations and by empowering vulnerable people with skills to be safer and to heal from trauma.



*David Barbee, Co-Chair*

This last year, CAE's rapid response programs responded to urgent new community needs, such as the public transit safety series created when subway violence ignited fear among the millions of New Yorkers dependent on public transportation. We are so proud of the work of CAE staff and partners!

As Board co-Chairs, we are two members of a working board of volunteers committed to this small but mighty organization. With the aid of nonprofit capacity building organization Youth Inc, the board

spent five months over the last year with staff, looking deeply at the needs of our communities against opportunities to be of greatest service. Our resulting three-year strategic plan charts a vision for an ever expanding community of Upstanders actively working to prevent hate violence and build safer communities. You will see initiatives of this plan in "A Look Ahead," in this report.

CAE is a lean organization that makes savvy use of the resources we get. To progress on our strategic plan, the board has set an ambitious goal of doubling the organization's revenue within the upcoming three years. We look to you to help us get there. As donors, you can be confident that your generosity will directly support program operations and that even small donations make a difference.

Thank you for being part of our work toward a more peaceful and just world.

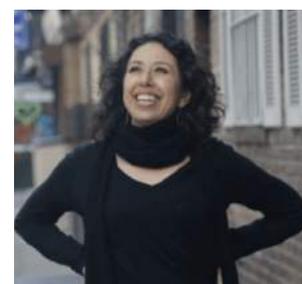
## From the Executive Director:

When I am on the subway in NYC or walking down the street, I'm too often reminded why The Center for Anti-Violence Education (CAE) exists. People are on edge. Harassment, threats, fear and mental unwellness. There is despair and so often there is a 'looking away.' It is the disregard of folks living at the margins that saddens me most. CAE exists to support those at risk of hate violence. Through Empowerment Self-Defense programs, the folks we work with claim their voices. They remember that they belong, they are worthy and deserve to be safe.

My colleagues and board members and I spent many months this year talking to stakeholders and each other and building a strategic plan. The vision we name is an ever-expanding community of Upstanders, active and visible in their efforts to uphold our collective humanity, especially of the most vulnerable among us. And that's the other side of CAE's work. We work to become one community, to remember that every single one of us matters and that we must support each other to step in rather than look away. When one of us is in harm's way - especially someone who is vulnerable - we disrupt it.

There is so much work to be done to undo all the ways we learn to turn away, and to stay connected across despair. In this report, you will get a taste of the CAE team out there, circulating through NYC and in our Zoom squares with a kaleidoscope of people from across the five boroughs and around the country, translating visions of anti-violence into practical lessons and tools to take into our day to day lives.

My deep gratitude goes to my CAE colleagues for living their values across all the many ups and downs; to our board members who keep rolling up their sleeves to pitch in and give their support; to our partner organizations, on the front lines, leading so many different efforts for a more just world and; to our donors whose support keeps our programs going. And my thanks go out to you, for the ways you keep striving to build the world that we want to live in.



*Loren Miller, Executive Director*

# Our Work

Each year, CAE works with approximately 3,000 New Yorkers, teaching Empowerment Self-Defense to those at high risk of hate violence and Upstander tools to those seeking to make their communities safer for everyone, particularly the most vulnerable among us.

In this last year, 5,048 young people and adults within NYC and beyond gained anti-violence tools for themselves and their communities through CAE workshops, training and long-term programs. We primarily served women, girls, folks who are LGBTQ+, and those targeted by racism and xenophobia.



## 4,316

trainees were New Yorkers from across the five boroughs

## 923

trainees were young people, under the age of 24

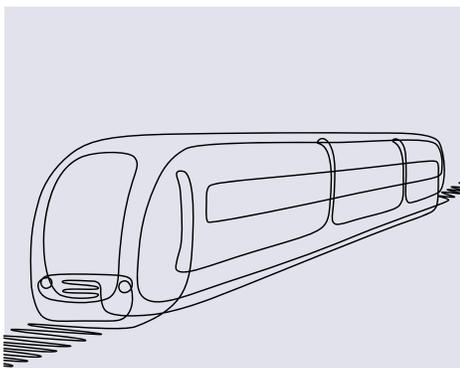
## 16

High School Peer Educators were responsible for training 397 of the young people

# Rapid Response

Alongside our prevention programs, we were persistently called on to develop and deliver “rapid response” workshops. Too many forms of conflict and violence bombarded our communities – new manifestations of hate violence and the ongoing, longstanding forms. Below is a snapshot of what we heard and how we responded.

## What We Heard



Hate Violence attacks on subways stoked fear across the millions of New Yorkers who rely on public transit.



With NYC re-opening and more people headed back to in-person work, employees across a range of industries reported a high level of tension, conflict & stress interacting with the public, often related to maintaining Covid safety protocols.

## Our Rapid Response

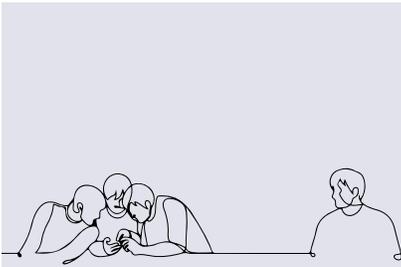


To increase individual safety while also **building a movement towards community care and well-being**, CAE developed a five-part “Public Transit Safety” Workshop series. Grants and donations made it possible to run this series free to the public, reaching 429 New Yorkers.



CAE brought **20 de-escalation trainings** into offices, theaters, community centers and more, for **over 500 of public facing staff**. Some organizations worked to develop a group safety plan for supporting each other.

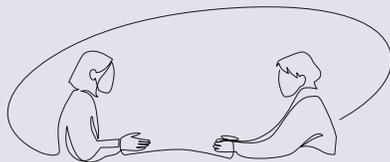
## What We Heard



After two years of isolation and experiencing a multiplicity of traumas in individualized vacuums, youth were struggling. We heard this from teens, parents and schools. Feelings of overwhelm were widespread and reduced skills to set and respect boundaries and understand consent played out in the classroom.



While the latest manifestations of hate violence extended to new targets, historically targeted communities continued to experience racism, transphobia and more.



Fears for personal safety accompanied continued demands from employees to respond to institutionalized bias and discrimination. In response, corporations and organizations struggled to build deeper understanding of the risks of different groups across their diverse institutions.

## Our Rapid Response



CAE worked with 576 students across 9 schools in a series of skill-building workshops around healthy relationships, boundary setting and consent. We also revised our year-around after school programs for middle and high school youth to prioritize socio-emotional growth and wellness.



CAE customized programs to adapt curricula to the particularized needs of each community. Black men, who are disproportionately criminalized for self-defense and targets of police violence, sought a different set of tools for calling out microaggressions and disrupting public harassment against others, than the kinds of approaches to be used by a group of middle-aged straight white mothers. We also designed a special three-part Empowerment Self-Defense training for trans women, who face high rates of assault.



For the first time ever, requests for self-defense trainings in corporate settings outstripped demands for Upstander courses. CAE crafted training for workplace settings and was paid by 27 different institutions, including large corporations, to run 30 different workshops for their employees

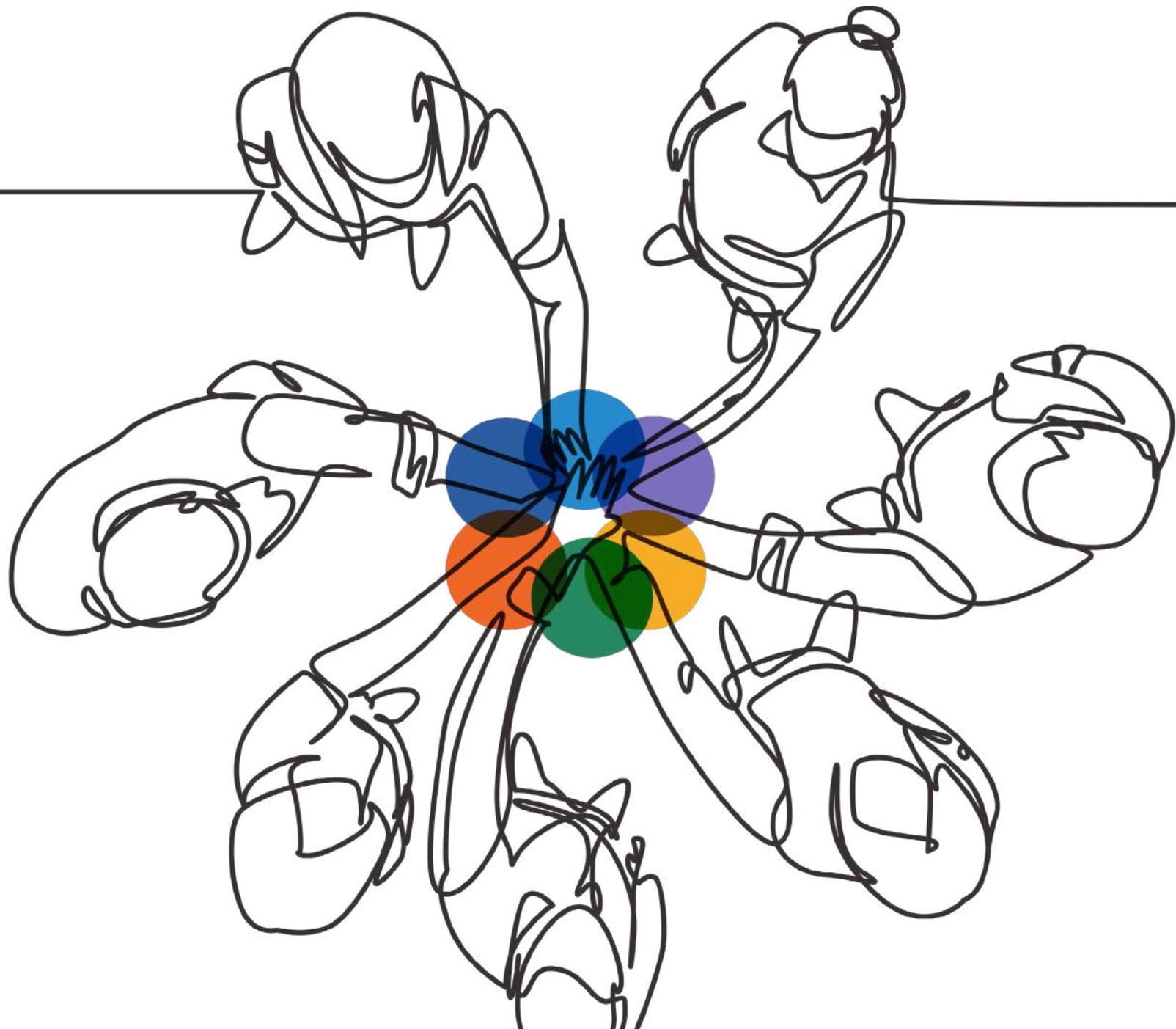
“

*I am not going to sit back and watch other people harassed, it is my business, because it is my community too.*

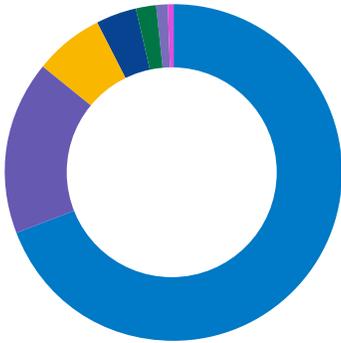


# Demographics

CAE delivered **173** anti-violence workshops, training and programs in NYC and beyond

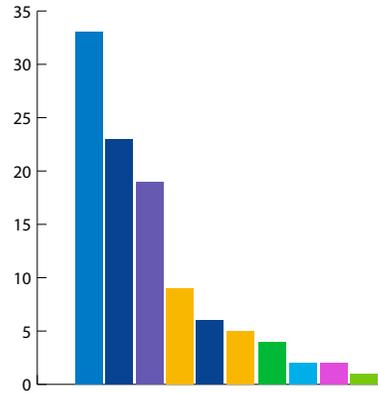


### Gender



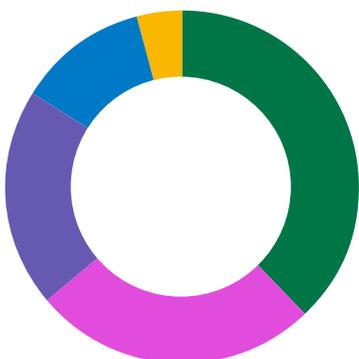
- **.5%** Man (Transgender)
- **1%** Unsure/Questioning
- **2%** Woman (Transgender)
- **4%** Self-Identify
- **7%** Non-binary/gender non-conforming + Trans\*
- **17%** Man (Cisgender)
- **71%** Woman (Cisgender)

### Race / Ethnicity



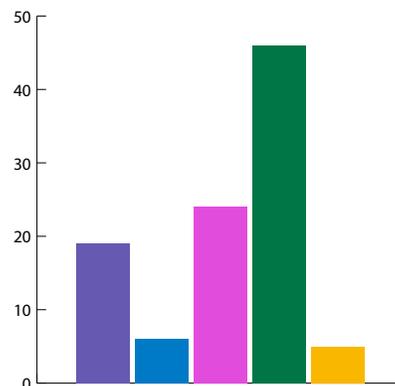
- **1%** Native American / First Nation
- **2%** Other
- **2%** South Asian / South Asian American
- **4%** Caribbean / Caribbean American
- **6%** Mixed race/Multi-racial
- **9%** Jewish
- **17%** African-American / Black / African Descent
- **19%** Asian / Asian-American / Asian Descent
- **23%** Hispanic / Latinx
- **33%** White / Caucasian / European Descent

### Borough



- **4%** Staten Island
- **12%** Bronx
- **20%** Queens
- **26%** Manhattan
- **38%** Brooklyn

### Age



- **5%** 65+
- **46%** 35-64
- **24%** 25-34
- **6%** 20-24
- **19%** 12-19

# Programming

CAE continued to deliver programs virtually, while increasing the programming we delivered in person. Programs were in service of women, girls, people who are Trans, Gender-Non Conforming and LGBTQ+, especially those at increased risk from racism and xenophobia. [Empowerment Self-Defense](#) served those at high risk and survivors, teaching physical, verbal and social tools to stay safer. [Upstander](#) workshops were open to anyone seeking to move from being a bystander to hate violence, to becoming someone prepared to actively intervene and disrupt violence towards others. [Youth Power](#) programs empowered young people to become leaders against violence in their own lives and in their communities.

## 6

### New Trainers Trained

Trainers from 32Bj SEIU were trained by CAE, then amplified what they learned to equip 261 of their members - service workers on the front lines - with tools to protect themselves and de-escalate violence

## 87

### Unique Partnerships

Partnerships with community organizations and public institutions expanded our reach to engage more adults with free programs

## 5

### Language Translations

Different groups of English Language Learners were able to participate in CAE's trainings because of translations into Mandarin, Cantonese, Japanese, Korean and Spanish, and with help from partners that included the NYC Commission on Human Rights and The Asian American Federation

## 3749

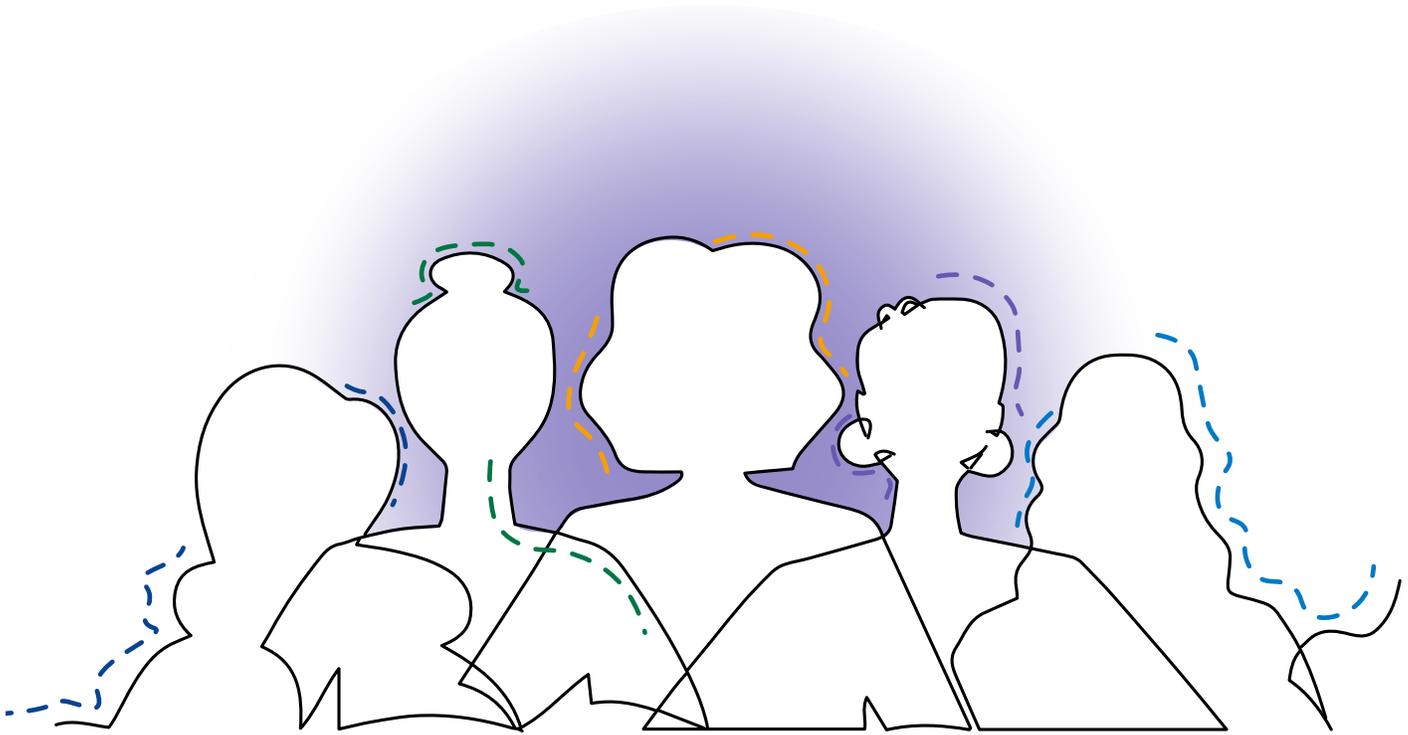
### People Gained Free Trainings

Donations and grants to CAE meant that nearly 4,000 people accessed our services regardless of their ability to pay

## 9

### Corporations Contracted CAE

Workshops were customized to foster dialogue and skill building among corporate teams around safe commutes, microaggressions in the workplace, and responding to xenophobia



# Youth Power Programs

## Peer Educators



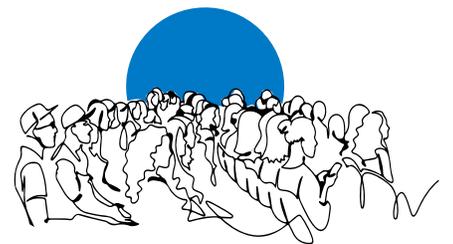
16 High School girls and TGNC youth served as Peer Educator Interns - circulating NYC as anti-violence Educators and ambassadors at community centers, schools, public events - including Brooklyn Museum and The Met, and in their neighborhoods

## PACT



34 middle and high school girls and TGNC youth participated in CAE's weekly afterschool program, Power Action Change for Teens (PACT)

## Workshops



923 teens from across NYC learned CAE's Empowerment Self Defense and Upstander tools through 35 workshops. 16 of these workshops were facilitated by Peer Educators!

## Workshops

Youth Power Workshops were the main entry point to CAE's long term youth programming. These were one-time workshops and short series that CAE staff and Peer Educators facilitated for other young people in schools, community centers and faith organizations across the five boroughs. **923 teens from across NYC learned Empowerment Self-Defense and Upstander tools** on topics that included racism, xenophobia, sexual violence, and gender bias. The skills they learned ranged from active bystander interventions, de-escalation skills, calling in strategies, consent and boundary setting.

Youth across the five boroughs learned active bystander interventions, de-escalation skills, calling in strategies, consent and boundary setting



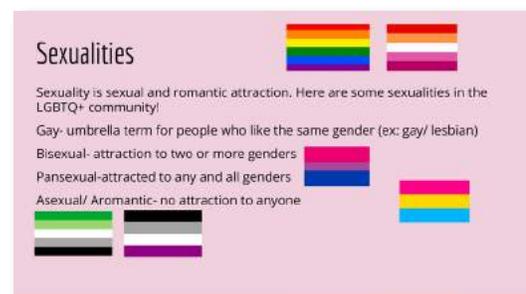
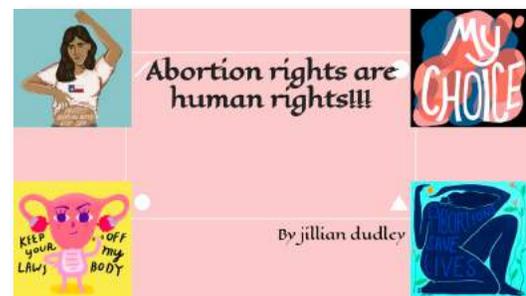


Peer Educators served as curricula advisors for youth workshops, helping to ensure that programming was delivered in a way that was relevant and responsive to what youth across NYC are currently grappling with.

## Peer Educators

Peer Educators are the heart and soul of CAE's efforts to build a ripple effect of community members who bring anti-violence messages, tools, and aspirations out into their communities. The Internship program for HS girls and GNC youth ran throughout the school-year, with an intensive summer training course to prepare 16 Peer Educators to facilitate CAE's Upstander and Empowerment Self-Defense workshops for their peers.

They brought their voices to issues that were most important to them through public demos, conducting outreach and distributing resources and by co-creating a digital Zine that they began releasing by monthly topic in June. Their Zine project reflects how they understand concepts like boundaries, healthy relationships, reproductive rights and safety and then carry them out in their own lives. The Zines they've created are being used as educational tools with other young people during workshops and outreach events!



Some of the zines developed by our participants!

## Power Action Change for Teens (PACT)

Power Action Change for Teens (PACT), CAE's weekly afterschool program, ran October - May for 34 middle and highschool girls (cis and trans) and gender non-conforming youth. PACT youth practiced Empowerment Self-Defense, learned what it means to be an Upstander, gained a political education, and - as budding activists in this time of intense stress - collectively experienced the practice of community care.



Youth who graduated PACT and were rising HS students are eligible to apply to become Peer Educators.

Partnerships and collaborations with other NYC organizations exposed PACT youth to supports beyond what CAE's resources could offer. Gibney Dance - Hands Are For Holding brought movement programming and a new lens through which to explore ongoing conversations around healthy relationships, consent, boundary setting, and cyber-bullying, strengthening the ways CAE programs provide embodied experiences and new modalities for healing.

### Highlights of the year

- Studying indigenous land activists
- Conducting a case study of social change movements across time, particularly the Black Panther Party
- When CAE Peer Educators facilitated programming, teaching topics they were passionate about: living a zero waste lifestyle, mental health & wellness, the impact of social media, and abortion rights.

“

*I learned how to break out of my shell and become more assertive in sharing my thoughts with a community of like-minded people. I've also learned how to properly teach people subjects, such as putting aspects in my own words and simplifying concepts so that they are easier to understand.*



# Empowerment Self-Defense

CAE conducted **88** Empowerment Self-Defense workshops within and outside of NYC for **2,666** adults at risk of violence.

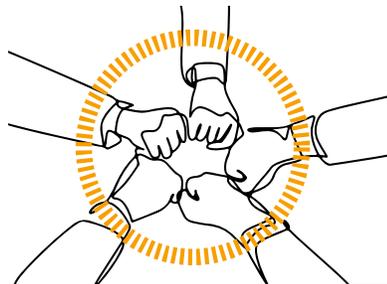


Empowerment Self-Defense programming was delivered through one-time workshops, a five-part series, and a Training of Trainers program, teaching physical, verbal, and socio-emotional tools to stay safer. These programs targeted people at high risk of sexual, gender and hate-based violence: survivors, teen women, adult women (both cisgender and transgender), people who are LGBTQ, trans and gender nonconforming, and the many communities at increased risk from racism and xenophobia. Empowerment Self-Defense programs delivered practical skills, strategies, and perspectives on safety while attending to the very specific needs of the range of communities we serve.



## 93%

of people who participated in ESD workshops reported they feel empowered to defend themselves if necessary



## 87%

of people reported there was at least one thing they will do differently now that they have participated in the training

The concrete tools and strategies ranged from learning to protect oneself from street harassment to disrupting intimate partner violence. Participants walked away feeling more empowered with the knowledge they are worth protecting, they are not alone, and they can stand up for themselves.



“

*[The thing I will do differently is] prioritize safety over anger and my desire to physically harm someone in retaliation. I began thinking and mentally planning how to protect myself and to trust my gut.”*

# Upstander Program

CAE facilitated 50 Upstander workshops in and outside of NYC for 1425 adults seeking to move from being a bystander to violence, to someone who actively and safely works to disrupt violence against others in their communities.



Participants to Upstander programs gained information and concrete tools to translate into their daily interactions with strangers in public spaces, and with colleagues, acquaintances, neighbors and family members. In addition to learning active bystander intervention skills, de-escalation tools, calling-in strategies and non-violent communication, they engaged in dialogue around how to use their own positionalities in a range of contexts to prevent, disrupt and help heal from hate violence.

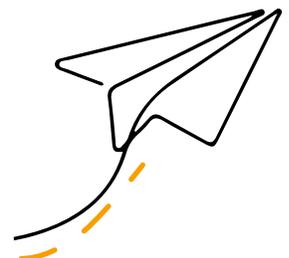


**85%**

of those who participated in Upstander workshops reported there was at least one thing they will do differently as a result of what they learned

**91%**

of those who participated in Upstander workshops reported they learned new tools and strategies



“

*I will be more aware of the person being harassed first over the one who is harassing. I think that is where my active support should begin. I want to respect how I can best aid the person who is being harassed.*

“

*There are many options to be an Upstander. Sometimes it's easy to be paralyzed by fear, so it's good to know that there's a menu of options available and we can choose what feels safest at a given time.*

“

*It was very helpful to have [the definitions of] oppression broken down. Now I feel I can talk about it in concrete terms, to combat it and also to use that knowledge (positionality especially) to assess an aggressive situation and whether or not I can intervene.*



# Learning Our Impact

With the support of the nonprofit capacity building organization Youth INC., CAE completed year one of a two year project to establish metrics and train staff to measure social and emotional learning and leadership development in our long-term youth programs. Findings revealed that youth participants and program staff grew in all metrics. Of particular significance was youth growth in their capacity to speak and bring issues of concern to authority, and to developing healthy bonds with their peers. CAE has begun using these findings to inform program development.



# Accolades



Rae Switlick, Program Manager, Empowerment Self-Defense, received the **2022 AAPI Alliance Award** from The NYC Administration for Children's Services Asian American and Pacific Islander Planning Committee.

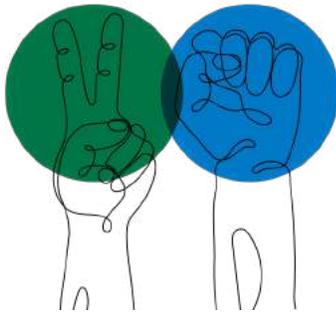


The Association for Conflict Resolution-Greater New York honored **CAE** for our work preventing hate violence in our communities at their **2022 Annual Conference**. Executive Director Loren Miller was invited to speak at a Fireside Chat at their conference where she accepted the award on CAE's behalf.

# A Look Ahead

A second project with capacity building organization Youth, Inc. was to engage in strategic planning. A committee of CAE staff and board members spent five months meeting with a facilitator, interviewing stakeholders, and working to articulate our strategic direction for the next three years. Given the level of unpredictability we are all facing, this is an agile roadmap. The north star that will guide us - even if our path may shift - is movement towards an ever expanding community of Upstanders actively working to uphold the humanity and well-being of the collective, especially the most vulnerable among us.

Over the next three years, CAE will:



## **Increase the number of youth we train as leaders to break cycles of violence**

We will increase investment in violence prevention, investing in young people and the tools they need to lead the movement to break cycles of violence in their own lives and in their communities.

## **Build opportunities for adults most at risk of violence to regularly practice and build their strength together**

We will develop and launch an accessible, ongoing community of practice for survivors and those most at risk to train in empowerment self-defense as a group, and together create a community of belonging.



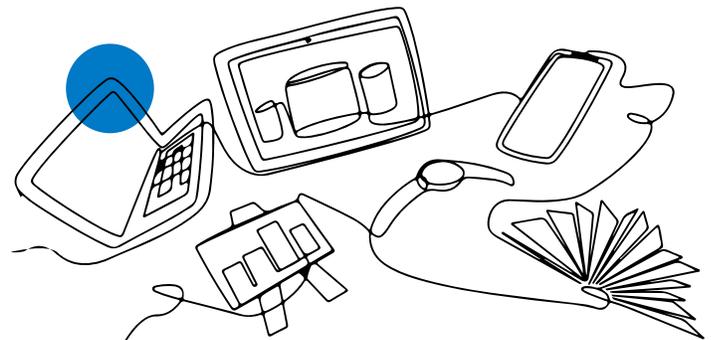


## Activate community members to serve as Upstanders and change agents

We will build a collective of New Yorkers who challenge the cultural ethos of 'it's not my problem,' igniting a ripple effect of people across communities who step in and speak up to safely disrupt harm, creating communities of care where we've got each other's backs.

## Expand our workplace anti-violence initiatives

We will offer on-site harm reduction and community building workshops for employees at all levels across a broad spectrum of corporations and community based organizations.



## Strengthen our capacity to innovate and respond rapidly to crises as they emerge

We will pivot our program offerings in real time to address emerging issues like widespread xenophobia after the 2016 presidential election, rising AAPI hate violence during the pandemic, and public transit safety.

# Financials

## FY22 Unaudited Financials

### Revenue

<b>Total</b>	<b>\$909,844</b>
Government Contracts:	\$377,500
Grants & Foundations:	\$199,845
Special Events & Individual Donations:	\$106,646
Fee For Service Workshops (earned income):	\$128,200
Other Revenue:	\$97,653

### Expenses

<b>Total</b>	<b>\$736,732</b>
Personnel	\$627,633
Operating	\$92,766
Supplies	\$16,333

## FY21 Audited Financials

### Revenue

<b>Total</b>	<b>\$853,848</b>
Government Contracts:	\$280,250
Grants & Foundations:	\$269,821
Special Events & Individual Donations:	\$153,581
Earned Income Program Revenue:	\$147,825
Government - Payroll Protection Program:	\$126,355
In-Kind Donations:	\$11,500
Investment return, other:	\$18,097

### Expenses

<b>Total</b>	<b>\$701,440</b>
Program Expenses:	\$475,701
Management & General:	\$101,919
Fundraising:	\$123,820

# Our Supporters

CAE'S work is made possible by the generous support of individuals, foundations, the New York City Council, and public and private institutions of all sizes who are committed to our mission of helping those facing violence. Enormous thanks to all of you for giving.

## \$65,000+

Department of Youth and Community Development  
Domestic Violence and Empowerment Initiative (DoVE), Safe Horizons Government Affairs  
Mayors Office of Criminal Justice Initiative to Combat Sexual Assault (CSA)  
Mayors Office of Criminal Justice Prevent Sexual Assault Initiative (PSA)

## \$50,000 - \$65,000

Mayors Office of Criminal Justice Hate Crime Prevention Initiative  
The New York Community Trust  
The New York Women's Foundation, Fund for Girls & Young Women of Color

## \$10,000 - \$49,999

Brooklyn Community Foundation  
Diane Arber Hirsch  
Frank & Ruth E Caruso Foundation  
Jeffrey Talpins  
Macquarie Group Limited  
Partners Against the Hate (P.A.T.H.)  
Forward Initiative & NYC Gay and Lesbian Anti-Violence Project (AVP)  
Sparkjoy Foundation  
Youth Inc

## \$5,000 - \$9,999

Anonymous  
Bianca West  
BlackRock, Inc.  
David Barbee  
Jennifer Hobbs & Laurie Arbiter  
JP Morgan  
Katherine Franke

## \$1,000 - \$4,999

Adam Fletcher  
American Express Employee Giving Program  
Andrea Small  
Anita Baker  
Caitlin Heffernan  
Deborah Kaye  
Diana Daiauri  
Douglas Olney  
Frederic Krieger  
Greg Dufner  
Kate Lee Butler  
Katherine Perry  
Lisa Watson  
Lynn Gernert  
Marie Grimm  
Monica Reyes-Grajales  
Nick Molloy  
Patricia Simpson  
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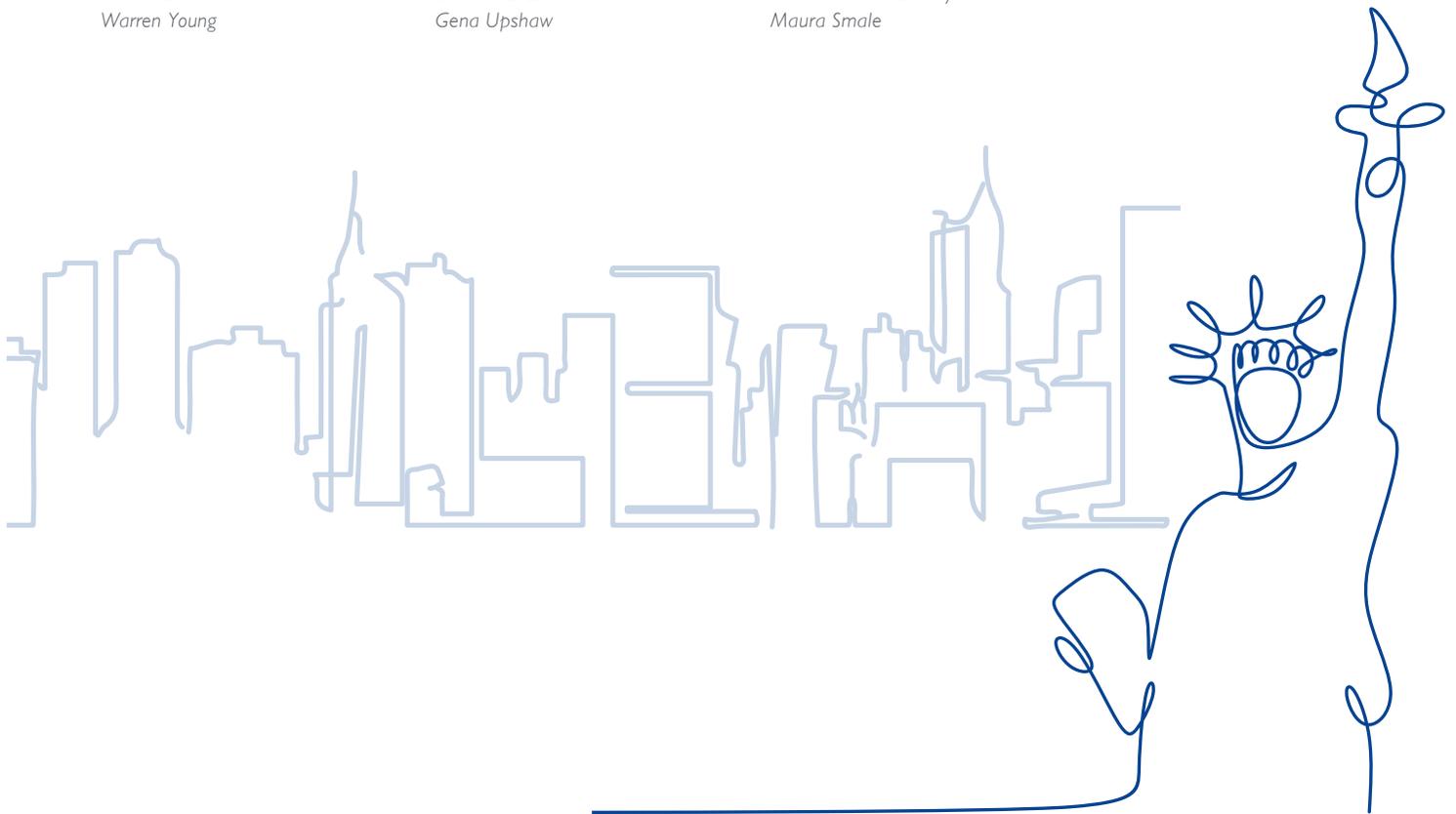
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