

Executive Summary

Resilience [Ri-zil-yuhns]: The power to be able to recover readily from adversity or challenge.

At Resilience Education (RE), our mission is to reduce recidivism by improving employment outcomes and reentry success for incarcerated and formerly incarcerated individuals through high-quality business education. Through partnerships nationwide, RE changes the perception of Formerly Incarcerated Persons (FIPs) and builds capacity for them to self-advocate, grow in confidence and activate their own futures.

Resilience Education's case-based programs are changing the ecosystem of reentry education by engaging MBAs and business professionals in transforming the way the business community understands incarceration and its societal impact. Using Socratic method teaching, we challenge learners to situate themselves within a business, educational or personal challenge that the case protagonist faces in order to analyze the situation and arrive at a workable solution. In this discussion-based classroom environment, our instructors require full student engagement, facilitating a dynamic back-and-forth dialogue that results in the delivery of key educational concepts.

Our primary objectives are simple – to bring education and leadership to underserved populations to build bridges, expand perspectives and improve economic vitality. An ancillary and no less important benefit is to broaden the perspectives of our volunteers. Our goal is that the knowledge gained in the classroom -- by both participants and our volunteer instructors -- has lasting impact, which means securing employment, pursuing higher education and starting new ventures. Ultimately, one measure of impact is reduced recidivism.

The populations we currently engage include prisoners, juvenile offenders, individual reentering society following prison sentences, and victims of domestic violence. We work with correctional facilities, state and local governments, foundations, universities, non-profit organizations, corporations and individuals who share our vision to work collaboratively in support of those with fewer means and quieter voices, using educational programs and leadership to help address stubborn societal challenges.

Resilience Education relies on key partners around the country to maintain program fidelity, ensuring incarcerated students feel the Resilience impact, regardless of where classes are facilitated. Partners come in many forms, including top business schools, or Resilience 'Affiliates', non-profit and governmental organizations who run individual RE programs, and other stakeholders who contribute to the Resilient Reentry Initiative, among other projects.

Program Status | Fall 2018

Background

Resilience began over 7 years ago with a letter from an inmate to then Dean Bob Bruner of the Darden Graduate School of Business at the University of Virginia. That letter landed in the hands of Professor Gregory B. Fairchild, a Strategy and Entrepreneurship professor working in economically challenged communities with “Main Street” businesses.

Fairchild piloted a program that taught entrepreneurship to inmates at Dillwyn Correctional Center for Men in 2011-2012. The curriculum was, and still is, based on a Certificate for Entrepreneurship Professor Fairchild developed for the UVA School of Continuing and Professional Studies.

Today, Resilience Education runs robust Entrepreneurial Reentry Programs at Dillwyn (men’s) and Fluvanna (women’s) state correctional facilities (VA state), and Taconic Correctional Facility (NY state).

5 Educational Programs:

- Entrepreneurship
- Foundations in Business
- Financial Capability
- Math Review
- Achieving Success in Personal Finance

500+ Program Graduates | **200+** MBA Volunteer Instructors

Resilience Objectives

- ❑ To develop and deliver high-quality educational programming for underserved populations (i.e. incarcerated individuals, returning citizens) leading to employment, further education, and entrepreneurship.
- ❑ To promote financial stability through rigorous, case-driven classes covering key aspects of financial literacy.
- ❑ To reduce recidivism (currently ~23% in Virginia and ~70% nationally; our programs 7%*).
- ❑ To expand the perspectives of our MBA volunteers who will become future business leaders around the world.
- ❑ To engage business people in a meaningful social impact endeavor, improving outcomes for incarcerated and formerly incarcerated students and their families.

*Based on preliminary program data.

Current Educational Programs • Course Descriptions

Our flagship initiative is a portable suite of Entrepreneurial Reentry Programs featuring a case-based, college-level **Entrepreneurship** curriculum with pedagogical instructional support. Additional programs in this suite include **Financial Capability** and **Foundations in Business**, to build financial and leadership acumen for participants.

In addition to these Entrepreneurial Reentry programs, RE has a separate math review course that integrates into our Entrepreneurship curriculum, as well as a shorter course called Achieving Success in Financial Literacy that can serve a variety of educational backgrounds - no GED/HS necessary.

All of these these programs can be taught in a sequence or as stand alone programs. RE is also able to create customized programs from a case-bank of over 70 case studies to meet unique settings, audiences and client needs.

Entrepreneurship

Conceived and designed to provide offenders with an opportunity to learn about entrepreneurship, this flagship program began in the spring of 2011 with twenty inmates at the Dillwyn Correctional Center for men, Professor Fairchild and four MBA student volunteers from the Darden School. Participants complete 32 case studies to learn about the process, challenges and techniques of starting a business, leading to the culminating project: writing and presenting a business plan for their own venture. Graduates of the program receive Certificates in Entrepreneurship from Darden. Resilience Education offers this program curriculum and Socratic method instructional training to any institution interested in replication.

Financial Capability

This 20-case program was initially designed for survivors of Intimate Partner Violence (IPV) who often have the challenge of establishing financial self-sufficiency. RE piloted this program in the Fluvanna Correctional Facility for women, since data show that approximately 60 percent of offenders are IPV survivors. Financial literacy is a national issue and our case-based curriculum can be easily adapted for other vulnerable populations (i.e. adult education programs). By engaging students with practical financial challenges in a Socratic discussion, participants learn the tools, language and techniques that will aid in their personal financial success and to build a support network. Participants complete a personal financial plan before graduating with a Darden certificate in Financial Capability.

Foundations in Business

This course focuses on next-level entrepreneurial thinking and leadership skills. Many participants in RE's Entrepreneurial Reentry sequence have just months before they are released from prison. With a focus both on business startups and leadership challenges, RE seeks to strengthen the resolve of participants before they are released so they are more productive once they reenter society. Participants learn about a range of topics from cash flow to negotiations, interviewing skills to marketing techniques, and they complete and present a transition plan at the end of the course. This 20-case program completes our suite of Entrepreneurial Reentry courses.

Resilient Reentry Community • Platform Overview

Resilience Education has graduated hundreds of students from a variety of programs, many of whom remain vulnerable. We know that our programs build business capabilities and confidence in our students; what we want to ensure for our graduates is that their success continues beyond the classroom.

We believe now is the time to extend the impact of our classroom experiences by providing continued support to our graduates. Our goal is to provide opportunities for our former students to achieve the personal and financial goals they set upon release by reconnecting them with former classroom instructors and other supportive partners.

To that end, RE is currently developing a network which will connect individuals, facilitate coaching, provide mentorship opportunities, and provide reentry resources without geographic boundaries. This initiative will pilot in early 2019 thanks to support from the Heal Charlottesville Fund & CACF.

How

Our reentry support platform, the Resilient Reentry Initiative, will be a dedicated and secure space for current and former Resilience Educators (MBA graduates) and program graduates to connect, collaborate, and help provide graduates with the guidance necessary to navigate career pathways and secure stable employment. The platform will serve multiple purposes:



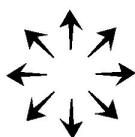
Coaching (virtual & in person)

By providing the opportunity for professional mentorship between Educators and program graduates, we aim to facilitate supportive relationships that will provide reentered citizens with support through financial and employment challenges.



Resources (educational, financial, entrepreneurial, employment)

By engaging our Educators and *partners*, we plan to provide a breadth of resources which can aid graduates in seeking higher education, maintaining financial stability, furthering entrepreneurial pursuits, and improving cover letters, resumes, etc.



Extended Connections (network, employment opportunities, referrals, etc.)

Our Educators have extensive, geographically diverse networks across different industries. MBA alumni have the ability to connect program graduates to employment opportunities and to help them build useful networks.



Teaching Support

Former Educators can enrich the educational impact of RE programs by offering curricular support and guidance to current Educators wherever RE programs are delivered. Curricular support may extend from teaching tips to case explanations.

The privacy of RE graduates and volunteers is a top priority. Therefore, each participant will have their own secure login credentials on our closed, private network.

Strategic Direction

Resilience Education is investing in these avenues to scale its Entrepreneurial Reentry programming to reach more incarcerated and formerly incarcerated individuals:

- ❑ **Business School Affiliate Chapters.**
 - ❑ Columbia University School of Business (REAP) -- Began Fall 2017
 - ❑ Board meeting presentation to Consortium for Graduate Study in Management (19 business school members) - March 2019
- ❑ **Expansion to Other Facilities and Locales.**
 - ❑ Successful Pilot Programs with MBA alumni and professionals in juvenile, federal, jails and reentry facilities. -- 2015-2018
- ❑ **Reentry Resources.**
 - ❑ Developing Partnerships with organizations (PVCC, OAR, Fountain Fund, etc.)
 - ❑ Resilient Reentry Initiative: Mentoring for Graduates & Employer Network
- ❑ **Sustainable Revenue Streams.**
 - ❑ Case materials, course administration, and consulting.
 - ❑ Our board's objective is to create a self-sustaining model of support that will at least cover Resilience operating costs over time.

Recent & Upcoming Media Attention

- ❑ Chicago PBS Affiliate (Spring 2016)
- ❑ Virginia PBS Program -- Terri Allard (Spring 2017)
- ❑ The Hill -- Greg & Tierney [op-ed](#) on the First Step Act (2018)
- ❑ **CNBC Documentary -- filming programs & following graduates (2019)**

Resilience Education looks forward to partnering with like-minded, results-oriented institutions and individuals to develop leaders in often overlooked or unseen places.

