

# AVENUES FOR JUSTICE

## ANDREW GLOVER YOUTH PROGRAM

EST 1979



**AVENUES 45**  
**FOR TJ JUSTICE**  
Forty-five Years of Second Chances

**Woke**  
Media

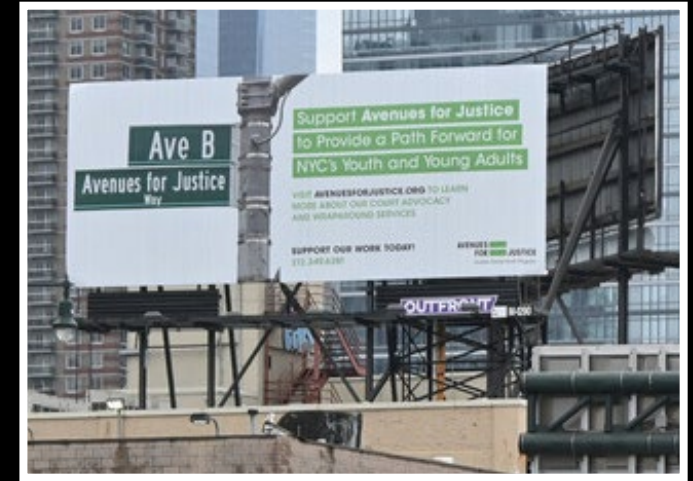
# About Avenues For Justice

Avenues for Justice (AFJ) is a NYC non-profit organization that has continued to provide free-post arrest support to at-risk youths for over 40 years.

As one of the first Alternative-to-Incarceration programs for youth in the country, Avenues for Justice (AFJ) has protected NYC's court-involved and at-risk youth from incarceration, replacing cells with services.

AFJ provides free on-going court advocacy along with their HIRE UP online and onsite enrichment programs for workforce training, education, mental health and mentoring to over 500 young people, ages 13-24, each year.

On average, 93% of AFJ's court-involved Participants avoid reconviction within three years of enrollment into the program, making our alternative to incarceration (ATI) program one of the most successful, cost-effective models in the US.



**AFJ Billboard**  
**West Side Highway & 46th Street**



Reclaiming the lives  
of hundreds of young  
people a year

# AFJ community center Locations



Harlem Community Center  
69 East 130th Street  
2nd Floor  
New York, NY 10037



Robert Siegal Center  
100 Avenue B  
New York, NY 10009

# Forbes

FORBES > LEADERSHIP > DIVERSITY, EQUITY & INCLUSION

## Why Alternatives To Incarceration Are Good For Communities, Workplaces And The Economy

Holly Corbett Contributor   
I'm a journalist covering bias, workplace equity and social justice.

# ESSENCE

## NBA Awards Grant To NYC Non-Profit Pushing Back Against The Incarceration Of Black Youth

THE GRANT FUNDING FROM THE NBA WILL SUPPORT THE COURT ADVOCACY SERVICES FOR YOUTH AS WELL AS THE VOCATIONAL AND EDUCATIONAL PROGRAMMING OF AVENUES FOR JUSTICE.



## AVENUES FOR JUSTICE ANNUAL GALA HELD IN LOWER MANHATTAN



Social Impact Heroes: Why & How Elizabeth Frederick of Avenues for Justice Is Helping To Change Our World



## 3 New York organizations chosen to receive NBA Foundation grants

Dec 09, 2022, 8:17pm • Updated on Dec 09, 2022

By: News 12 Staff



## Formerly incarcerated advocate for NYC criminal justice reform arrested for murder

# DAILY NEWS

NEW YORK

## Harlem youth advocate's life on the upswing after petty marijuana bust until he was fatally shot

By Brittany Kriegerstein and Leonard Greene  
New York Daily News • Oct 03, 2021 at 7:11 pm



Rising Through Resilience: Crystal of Avenues for Justice On The Five Things You Can Do To Become More Resilient During Turbulent Times

# YOUTH TODAY

Giving first-time juvenile offenders avenues away from detention in New York



Podcast Episode

## This New York Nonprofit Has Helped Young People Avoid 10,000 Years of Incarceration

Superpowers for Good: Leadership Lessons From—And For—the World's Great Changemakers

# INQUEST

## No More Family Policing

Marginalized children and their families bear the brunt, and the harms, of a system that many now agree should be dismantled.



MONICA MAKES IT HAPPEN

## Former inmate helps others rebuild lives after given second chance in life



SOCIETY | UNITED STATES OF AMERICA

## Young and homeless in New York

# The Observer

MacKenzie Scott Doubles Down On Philanthropy Pledge With \$640M in Gifts

# Press

# Woke Media

# Leadership



## Co-Founder & Executive Director Angel Rodriguez:

A long-time Lower East Side resident, Angel co-founded Avenues for Justice's court advocacy program to keep young people out of jail. Incorporated in 1979, Angel expanded the program, opening headquarters inside New York City's Manhattan Criminal Court building and a flagship community center on the Lower East Side in the 1980s. In 1999, Angel established a second community center in Harlem and in 2018, began to serve hundreds of young people citywide providing free court advocacy with HIRE UP services for job readiness, educational assistance and mental health care.

During the 1980's, Angel also collaborated with (ret.) Hon. Judge Michael Corriero to launch the Youth Part model in Manhattan—a court part which prosecutes youth separately from adults and promotes alternative to incarceration services. Today, this model is used nationwide.

Angel's "meet the moment" approach is far-reaching as he continues to personally advocate for young adults in the courtroom, handles an active caseload of Participants, while providing continuous Hispanic leadership. "Our young people need opportunity and support to accomplish their goals. I co-founded Avenue for Justice (AFJ) 45 years ago to provide this support in a manner that's rooted in community, respect, and a belief in their abilities. AFJ supports our Participants in court, in our programs, and with employment and education.

Over the years, Angel has been recognized for his service and dedication to diverting thousands of young New Yorkers from prison. Angel received an honorary law degree from the CUNY Law School at Queens College and was selected as one of three outstanding community activists in New York City to receive the Robin Hood Foundation's Hero Award in 1996. Manhattan DA Bragg selected Angel to serve on the Juvenile Justice Sub-committee of his transition advisory team up until his inauguration in January 2022. In 2024, the Juvenile Law Center selected Angel for their annual Leadership Prize which recognizes outstanding individuals working in any field—law, government, the arts, media, entertainment, sports, business, or any other sector—who are fighting for the rights and well-being of youth in the child welfare and justice systems.

## Featured In:

**NYN**MEDIA



**The Observer**

**Woke**  
Media

# Key Personnel



## Chief Operating Officer

### Elizabeth Frederick:

In 2020, Liz was selected by AFJ's Board to become COO at AFJ. As COO, Liz oversees the agency's financial wellbeing, fundraising and administrative operations, HR, board development, participant data collection and impact evaluation. In addition to her leadership, Liz provides strategic direction for programmatic expansion. From 2020 through to 2023, Liz has led AFJ in attaining modest, but healthy surpluses by securing new multi-year six figure foundation grants, diversifying AFJ's government grant portfolio, cultivating individual donors, working with the board on fundraising campaigns, initiating a return to in-person events and enhancing year-end appeals. She holds a Master of Arts from the John Jay College of Criminal Justice with a specialization in Juvenile Justice. In 2021, she was selected for Columbia Business School's Programs in Social Enterprise - Developing Leaders Program For Nonprofit Professionals. In 2022, she was selected to join a team of executive professionals for the Cause Effective Fellows Program: Advancing Leaders of Color in Fundraising. Liz has participated in the NBA Foundation's learning community meetings and engaged in WNET's community convenings, a gathering of top thinkers and doers from across communities and sectors who convene to discuss top issues facing New Yorkers. Liz is a member of Impact 100 NYC.



## Director of Court Advocacy & Outreach

### Gamal Willis:

Gamal's remarkable career is a testament to his commitment to justice and community service. Currently overseeing a demanding caseload, Gamal supervises the Court Advocates, the Activities and Facilities Coordinators and all of AFJ's HIRE Up facilitators. Gamal manages programs and activities, ensuring the highest quality of service, successful outcomes for AFJ Participants, and strict adherence to court advocacy requirements. His strategic programmatic leadership played a pivotal role, between 2020 and 2023, in deepening court advocacy and HIRE Up services offered to the largest number of Participants in AFJ's history. Notably, Gamal instituted and expanded AFJ's Summer Youth Employment Program in 2021 and 2022. A graduate of the University of Washington with a Bachelor of Arts, Gamal honed his skills at the Criminal Justice Training Institute at CASES, where he served before joining AFJ in 2018. Gamal's achievements extend beyond his professional role, as he has been the recipient of numerous awards in the criminal justice field. His expertise lies in Project Management, and he has actively participated in the Robin Hood / Berkeley Executive Coaching Program.



## Board Chair

### Alanna Rutherford:

Alanna Rutherford is an experienced legal advisor and strategist. Alanna is currently Head of Commercial Litigation at Apple. Prior to that she was the Vice President of Legal for Global Products & Operations at Visa Inc., where she was in charge of a variety of legal issues related to product development and commercialization for Visa's core products and value-added services. She was an equity partner at Boies, Schiller & Flexner LLP, where her primary practice areas were complex civil litigation and antitrust. Not only was she the youngest and first African American equity partner at the firm, but she also played a leading role in a number of successfully concluded trials and litigation matters. Alanna has served as the Board Chair since 2019 and has been a board member since 2010.

# Our Impact

517

Participants were served in 2023.

94%

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

60

Court-Involved Participants got a job in 2023.

60

Participants had their case dismissed, or were conditionally discharged to AFJ.

142

Participants Graduated the Program in 2023.

514

Digital literacy certifications earned by 67 Participants.

## Return on Investment

\$6,300

vs

\$500K

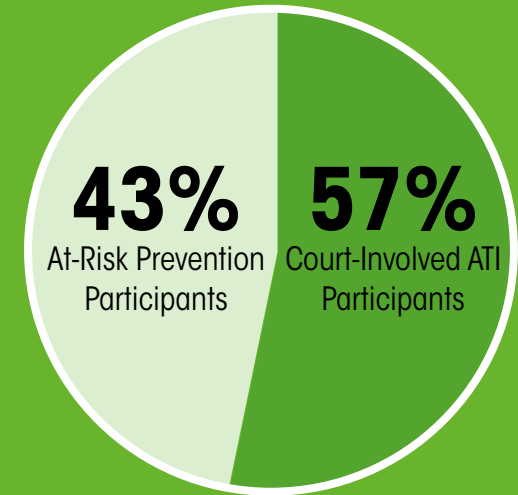
cost for AFJ \$6,300 to put one young person through a full year of our wraparound services.

The annual cost NY State/City spends incarcerating one young person per year.



# Our Participants

AFJ provides court advocacy, enrichment programs and wraparound services to a little over 500 justice impacted youth and young adults from 39 of NYC's 51 Council Districts.



## Participants' Demographics

### Race/Ethnicity:

African American - 60%  
Hispanic - 35%  
Other - 5%

\*The Other category includes Caribbean, White, Asian, and did not specify.

### Ages:

<16 yrs - 15%  
16-18 yrs - 46%  
19 - 21 - 25%  
22 - 24 14%

### Gender:

Men 88%  
Women 2%

**AFJ also works with LGBTQ and non-conforming genders.**

# Hire-Up Program

During the pandemic quarantine, Participants were further impacted by the quick switch to remote learning and loss of income from layoffs. Launched in 2020 as an online training program to engage quarantined Participants during the pandemic, AFJ has expanded HIRE UP to include a wide range of job training, educational support, communication/civics, life skills, and mental health programs. Innovative training includes entrepreneurship, videography, podcasting, music production, and digital literacy. Laptops and technology is provided as needed, mentoring is available 24/7, and trainees receive city-subsidized salaries.



To learn more about these Hire-Up programs, click [here](#)



# Fundraising Opportunities

Avenues for Justice is a nonprofit organization that relies on community outreach and local support to provide ongoing services and resources such as courtroom advocacy, educational assistance, mental health services, job training, and mentorship opportunities to over 500 participants each year. By hosting community events and fundraisers such as The Spring Run for Justice, the annual "Angel" Golf Classic, the Baer Faxt Invitational and the annual Second Chance Gala, AFJ is able to continue expanding its mission and raise the funds needed to benefit Participants.

SEE VIDEO BELOW:

NYS Attorney General  
Letitia James at AFJ's  
2023 Second Chance  
Awards Dinner & Gala



2023 Second Chance Gala



2023 Second Chance Gala



2023 Spring Run for Justice



2023 Angel Golf Classic

# Corporate Sponsorship

Avenues for Justice welcomes corporate partners who share our belief in the Power of Second Chances.

## Collaborate

Corporate Partners can collaborate with AFJ to develop a volunteer project that matches the expertise of their employees with the needs of our Participants. AFJ welcomes corporate partners to facilitate a "Career Day" where they talk to our Participants about their industries and career paths.

## Volunteer

AFJ invites corporate employees to join our network of volunteers to lead a workshop series or to make a one-time presentation in our HIRE Up Job Readiness program to help our Participants develop skills. We welcome corporate volunteer facilitators to assist our Participants with interview prep.

## Join

AFJ highly recommends employees of corporate partners become Brand Ambassadors by joining our Board of Directors. AFJ is looking for board members who champion our mission, are willing to fundraise within their networks, can assist with special events and can creatively work with the AFJ Team to deepen our impact.

## Donate

By making a donation, your company will enjoy engagement opportunities and receive recognition throughout the year.



# Contact



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General: [wmuench@avenuesforjustice.org](mailto:wmuench@avenuesforjustice.org)