



abused Deaf women's advocacy services
Annual Report 2014

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VISION STATEMENT

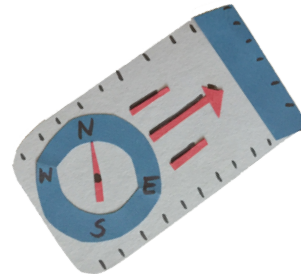
ADWAS is striving towards a healthy community that is free of violence and oppression.

MISSION STATEMENT

Abused Deaf Women's Advocacy Services empowers Deaf & DeafBlind survivors of domestic violence, sexual assault & harassment to transform their lives, while striving to change the beliefs and behaviors that foster and perpetuate violence. We provide comprehensive services to individuals & families, community education, and advocacy on systems and policy issues.



Artwork by Patty Liang



CORE VALUES

Being Deaf-Centered: ADWAS acknowledges its unique and valuable position as an organization run by and for Deaf people. We center our work around a Deaf perspective, creating deep cultural and linguistic capacity for all members of Deaf communities. We recognize the intersectionalities of identities within the Deaf and DeafBlind communities and create fully accessible services.

Dedication: ADWAS is committed to excellence in all the work we do to end violence in the community. We are invested in working with survivors to recognize their own power while bringing our whole selves to the daily work and to the movement. Survivors' experiences are paramount in shaping our daily work as reflected by our policies, practice, and programs.

Social Justice: ADWAS recognizes that the liberation of any people is tied to the liberation of all people. We acknowledge the multi-layered inequality driven by oppression and privilege – both systemically and socially. We further acknowledge that this results in divided communities and increased violence. We embrace the richness that comes from operating in solidarity with members of marginalized communities.

Confidentiality: ADWAS is committed to ensuring safety and self-determination. We understand the privilege that comes with access to highly sensitive information. With the information ADWAS holds in confidence, we respect people's ability to make informed choices about the sharing of their own information.

Integrity: At ADWAS, we expect honesty from ourselves, our work, and each other with grace. We ensure congruency between our words and actions while we acknowledge both the intentions and the impacts of our actions.

LEADERSHIP LETTER



Dear Friends,

We often see the phrase, 'Life is a journey, not a destination.' It is about creating little and big milestones within our lives. Our journey isn't always straightforward; often it's along a crooked and winding path. Sometimes we start out alone, sometimes with friends or family. Making the courageous decision to leave a violent relationship can feel like being waist deep in mud. Our rubber boots are filled with water, dirt and debris, weighing us down to the point of feeling like it's impossible to push forward. Through this life experience, we may feel it is easier to turn around and go back.

Like most things in life, change is a lifelong quest. Changes do not happen overnight. It takes time to develop new skills, new habits, new neural pathways, and new ways to negotiate relationships.

This year, our annual report theme is 'Survival as a Journey'. At ADWAS, we are here to assist in providing tools for change. You will see these tools represented throughout the annual report as a flashlight, compass or a tent. Every survivor is different and our advocates, while working in solidarity with them, gain their own set of tools.

The people that we serve are determined and resilient. Although violence can never be undone, recovery means finding their own identity and learning a new normal for themselves and their family.

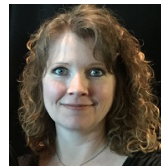
We are also here to thank YOU for your support as volunteers, community members, and donors. All of us that are traveling this path TOGETHER recognize that each ONE of us is responsible for each other as we reach each milestone.

Warm regards,



Tiffany Williams

Tiffany Williams
Executive Director



Elizabeth Gibson

Liz Gibson
Board Chair



CURRENT BOARD

Karen Carlson, *Finance Chair* - **Richelle 'Richie' Frantz**, *Board Member* - **Liz Gibson**, *Board Chair* - **Waylon Mathern**, *Board Member* - **Cristina Peterson**, *Secretary* - **Dawn Rose**, *Board Member* - **Reggie Scott**, *Board Member*

ADVISORY GROUP

Anne Baldwin - Lynn Behar - Ken Block - Ellen Ferguson - Richard Ladner - Leslie Leber

Do you have leadership, accounting, or fundraising skills that you would like to share with the community? Consider joining the board of ADWAS! For more information, contact adwas@adwas.org.

CURRENT STAFF

Tiffany S. Williams, *Executive Director* - **Marcella Alltop**, *Hotline Advocate* - **Anna Bracilano**, *Community Engagement Coordinator* - **Carol Brown**, *Donor Development Coordinator* - **Rhonda Cochran**, *Hotline / Outreach Coordinator* - **Nancy Edney**, *Children's Advocate* - **Misty Flowers**, *Business Manager* - **Kim Fulwiler**, *Advocate* - **Linda Goldman**, *Positive Parenting & Shelter Coordinator* - **Emily Leary**, *Office Manager* - **Patty Liang**, *Program Assistant* - **Jerrel Mathern**, *Men's Engagement Coordinator* - **Jeniffer Mendoza-Morales**, *Advocate* - **Kellie McComas Shapard**, *Property Manager* - **Libby Stanley**, *Program Director* - **Dov Wills**, *Therapist*



2014 Highlights

Housing, Advocacy and Therapy:

- 124 Deaf and DeafBlind adults, and 36 children used these ADWAS services.
 - Provided 19 apartment spaces to low income women with children
 - Advocates assisted with issues such as finding housing, managing access to the court system, filing for protection orders, preparing safety plans, establishing bank accounts, discussing budgeting, etc.
 - Provided therapy to survivors and their children, both residents and general community members. The therapist on staff provides support and facilitates growth through individual and group sessions.

Hotline Calls:

- Fielded 1,316 hotline calls from victims, their families and service providers (local and national).
 - Calls include survivors in crisis, referrals to local services, consultation on providing accessibility within emergency shelters, etc.

Outreach and Education Program:

- Reached 9,000 people through programs and presentations:
- Domestic Violence and Sexual Violence Awareness month activities
- An international conference for law enforcement and the legal/justice system – End Violence Against Women International (EVAWI)
- Tabling events – DeafNation
- Our Community Engagement Coordinator facilitated Healthy Relationship Workshops in ASL in four cities: Vancouver, Tacoma, Edmonds and Bellingham
- School districts in 3 counties received presentations to Deaf students in elementary, junior high, high schools in King, Pierce, and Snohomish Counties. Students learned about healthy relationships, what domestic/sexual violence is, how to avoid becoming a victim of cyberbullying, the bystander effect, etc.
- Used Facebook, Twitter and email to:
 - Increase awareness with our social justice vlogs around topics such as street harassment, hunger in America, privilege, feminism and rape culture.

- Advertise workshops, educate the public, invite people to events, and promote our local and national hotline phone numbers.

Children's Program:

- Hosted a weeklong summer activities program including exploring all the fun kid things to do in Seattle.
- Children from our Supportive Housing Program got a chance to boost self-esteem and gain confidence while learning how to snowboard through Burton Snowboards' CHILL Program.

Engaging Deaf Men Project:

- This federally funded project through the Department of Justice has involved 25 key leaders in the Deaf community who have helped shape this prevention campaign since 2012. The effort is directed toward engaging Deaf men as allies in stopping the cycle of violence.

The pilot men's group facilitated discussions with other Deaf men/leaders to increase their understanding of violence against women, create a positive environment in the Deaf community for victims, and increase Deaf men's awareness of domestic violence and the impact violence has on individual survivors and their children. A documentary film about this project and conversations that have taken place – *Take a Stand* – premiered on November 8, 2014 at the Seattle Public Library. Over 300 people attended the event with a panel discussion about the next steps. The panel included two participants of the project along with Tiffany Williams. The documentary is now being edited for use in training/classroom settings and a follow-along toolkit and curriculum are being developed to accompany the film.

Financial Position:

- ADWAS continued to maintain a strong financial position in 2014
 - Revenues from grants, foundations and fundraising were stable from 2013 levels
 - In 2014, we reduced expenses 3% from the previous year; we closed the year in the black and applied earnings to debt reduction and building reserves.
- In 2014, we reduced our debt and paid it off completely in the first quarter of 2015.
- ADWAS continues to receive positive audits with no findings.

Staff Training:

- In an effort toward continuous improvement and understanding of oppression and the effects it has on clients, staff, community and our culture, ADWAS staff received training on Critical Race Theory facilitated by Heather Clark, PhD.
- Current Social Justice topics are discussed at our monthly Social Justice lunches and staff meetings.



Marilyn J. Smith (Founder), Allie Joiner (Awardee), and Tiffany S. Williams (Executive Director) posed for the camera at the ADWAS' Hope & Justice Breakfast fundraiser.

Marilyn J. Smith Inspirational Award Winner

Allie Joiner was our first honoree for the Marilyn J. Smith Inspirational Award. We presented her with the award at our fundraising breakfast in April 2014. Allie has worked in the Deaf and DeafBlind community for the past 40 years with various organizations: Troubleshooters, Community Service Center for the Deaf and Hard of Hearing (CSCDHH), ADWAS, TACID, and the Deaf-Blind Service Center (DBSC). She has spent her career providing individual and systems advocacy locally and throughout the nation. She has always worked toward a barrier-free, socially just, non-violent, Deaf empowered community.

ADWAS received the Seattle Human Services Mayor Award

ADWAS was honored along with five other individual programs at the Seattle City Hall by the Seattle Human Services Coalition. ADWAS received the Mayor's Award and Proclamation proclaiming June 5th, 2014 as ADWAS Day.

Since 1993 the Seattle Human Services Coalition, a multi-racial, multi-cultural group of human service providers and concerned community members, has been committed to helping Seattle-King County residents meet their basic needs. They have honored various individuals and agencies for their work, advocacy, dedication and effort to make a difference in human services.



Tiffany Williams (Executive Director) and Hyeok Kim (Deputy Mayor) pose for the camera with the Proclamation Award from Seattle Human Services Coalition.

STORIES FROM STAFF

Often sharing specific information or stories/photos can jeopardize a survivor's safety. For this reason, we asked staff to share some stories.



As the Positive Parenting and Shelter Coordinator, Linda Goldman has a lot of stories. Here are two that she shared: A tenant who was moving out of supportive housing last week said to me as she was saying good bye, 'This is such a wonderful place; ADWAS provides women with everything they need to get back on their feet and get their lives back on track – safety, stability, and support. I could not have done it without your help; I will always be grateful.'

A client living in the community told me how much her life has improved and how much happier her child is now that they do not live in their abusive situation anymore. She said, 'In hindsight I wish I would have left him sooner but it just took me this long to really see what was happening and to believe that we could make it on our own.'



From Libby Stanley, Program Director: One woman came to us who had been working SO hard to obtain housing. She had a disability (other than being Deaf), and her application for permanent housing had been denied, citing some 'other' reason. We were able to help her appeal that decision and to show that the denial was tied to her disability. In the end the decision was reversed and she got to move into the apartment.

Kim Fulwiler, Advocate, added: 'I remember a woman who was living in our supportive housing. With seven months of support through our advocacy and the Medina Foundation funds that allowed her to purchase tires for her car, she is now able to transport herself to her new job. She has also moved out with her daughter into permanent housing. Periodically, she will drop off desserts for the staff.'





Kellie McComas Shapard, Property Manager, shares: *'One tenant moved here from out of state and she said she loved living here. She felt safe because the building was secure and her abuser didn't know where she was living. Her children loved it because they were finally in a peaceful environment.*

She developed some new skills like budgeting because her ex-husband kept her away from the finances.

By the time she moved out of the ADWAS supportive housing, she was so grateful that she knew how to recognize 'red flags' in her relationships.

She was very close with her biological family. They were concerned when she suddenly disappeared. She didn't share with them that she was leaving town. Later she let a family member know where she was. They had a chance to visit her and were relieved to find her living safely at ADWAS.

When she felt her life and her children were stabilized, safe, and they were prepared to move out to permanent housing, she moved back to the state where she came from to be near her family.'



Tiffany Williams, Executive Director, observed a staff person's remark: *I have learned more about privilege and oppression at ADWAS (through the staff trainings) than any other place I have worked previously.*

Anna Bracilano, Community Engagement Coordinator, shared her experience producing *The Vagina Monologues* by Eve Ensler with a cast fluent in ASL:

'It was wonderful working with this amazing ensemble of women. They grew so much from the first day of rehearsal to the closing show. I could see the huge growth from each woman who was on the stage. They went from a group of women who were either too embarrassed or would giggle each time they had to sign the word 'vagina' to powerful women who were willing to sign the word from across the room. One of our actresses mentioned this to me while backstage during one of the shows – 'I never thought I would ever do this kind of thing. I have found a new passion from this: acting.'



Emily Leary, Office Manager, noted something expressed by a resident regarding living in supportive housing, *'My son and I feel so safe living here!'*

This one just couldn't wait for the 2015 annual report! As the Hotline Coordinator, Rhonda Cochran had great success leading workshops. Here's her story:



This year, I was honored to lead two workshops at the 2015 Washington Coalition of Sexual Assault Programs (WCSAP) Conference. The workshops were 'Breaking Down Barriers: A Deaf Survivor's Story' and 'People of Color Leadership Development' Roundtable. The goal of my 'Breaking Down Barriers' workshop was to share the obstacles that a Deaf survivor of sexual violence faces when reporting a crime. Communication/cultural barriers tend to occur with service providers, law enforcement, the medical establishment and legal system; this often leaves the victim questioning if they did the right thing by reporting. This workshop allowed me to educate hearing service providers on the needs of Deaf victims/survivors to ensure they receive the same access as their hearing counterparts.

The workshop (with direct service providers, coalition staff from WCSAP and WSCADV, etc.) went very well with a lot of positive feedback (quoting from evaluations): 'I gained a better understanding of Deaf culture' • 'What was most valuable was learning about resources and having time to ask questions. It was great to have the 'Deaf experience' here in front of us through Rhonda' • 'A powerful use of personal story. I appreciated her asking us 'what would help you?' Great presentation' • 'Valuable to learn how I can use ADWAS as a resource for clients in need of interpreters and to be sensitive to the clients' needs, for example if English is not their first language' • 'Learned a lot about resources in WA for the Deaf Community.' • 'Rhonda is an excellent trainer! You should offer this again! I think the content was superb'

This inspired me...it let me know the importance of our work. This is not a pat on the back for me, but a pat on the back for ADWAS. This is where I got my training, from my team and from our community. This inspires me to continue in the anti-violence movement. With an amazing team, we are truly making an impact in our community. This workshop showed me that hearing service providers WANT information on how to best support Deaf survivors in their community. I believe walking them through a survivor's story really woke them up to the barriers that Deaf people face on a daily basis.

PROGRAMS & SERVICES

ADWAS provides comprehensive services to individuals & families of domestic violence (DV), sexual assault (SA), & harassment:

Advocacy Program - provides direct services for people who are victims of DV & SA, offering information & options, legal advocacy, empowering survivors to develop a safety plan, & legal advocacy

Counseling Program - offers short-term crisis counseling, ongoing individual & family therapy, group counseling, & client advocacy & referrals

Children's Program - provides therapy, support groups, advocacy & structured educational & recreational activities for youth who have been affected by violence

Community Engagement - develops relationships in the community by creating special events during DV & SA awareness months, offering prevention education in schools & providing training to service providers, ally organizations & community members

Engaging Deaf Men Project - engages Deaf & DeafBlind men as allies in ending violence against women through fostering & creating opportunities for men to have safe & effective dialogues with one another

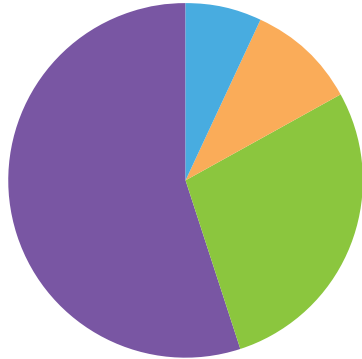
National Domestic Violence Deaf Hotline - answers calls, emails & IM for crisis intervention, education, information & referral to survivors, friends, family members & service providers. (VP: 1-855-812-1001)

Positive Deaf Parenting Program - offers parenting education & support to all members of the Deaf community

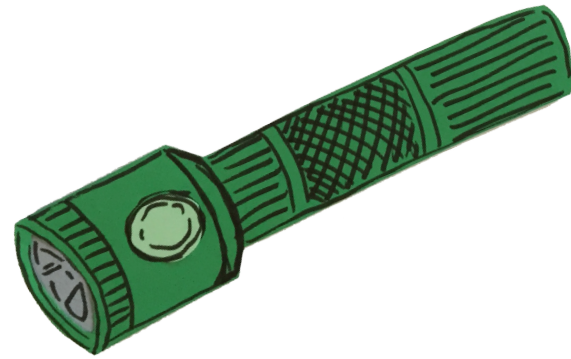
24/7 local crisis line - provides DV & SA crisis support for Deaf & DeafBlind survivors within King, Pierce, and Snohomish Counties (VP: 206-812-1001)

FINANCIAL REPORT

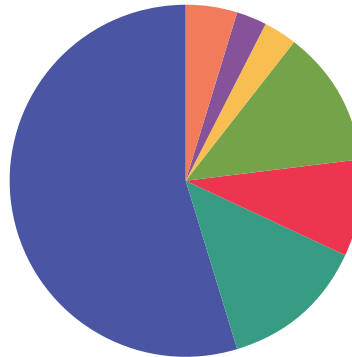
Revenue \$1,413,943.69



- 55 % Government Support
- 28% Grants and Individual Contributions
- 10% Fundraising Events
- 7% Other



Expenses \$1,396,181.00



- 52 % Domestic Violence Programs
- 14% Sexual Assault Programs
- 9 % Engaging Deaf Men
- 13% Fundraising
- 3% Management
- 3% Training
- 6% Depreciation

Financial information provided here was derived from the audited financial statements and a copy of the full report is available upon request.

Donations

In Honor of...

Carol Brown • Jeannie McComb & Ellie Savidge | **Linda Campbell** • Elizabeth Campbell | **Tamara Frijmersum** • Phyllis G. Spear | **Lanny Homann** • Lisa Thompson | **Flo MacAnka** • Roberta Lynch | **Louise Ness** • William & Floy Ziegler | **Tiffany S. Williams** • Judith & Philip Bravin

In Memory of...

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While ADWAS needs annual operating support, deferred gifts guarantee ADWAS' services are available for generations to come.

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- specifying a percentage of your estate for ADWAS
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Allie Joiner & Estie Provow, Mark Hoshi, Rob Roth, Marilyn J. Smith & Karen L. Bosley, Derek Pharr & Michelle DeMey and Kristy Walker have designated ADWAS in their wills. Thank you! If you have already designated ADWAS in your will, please let us know. If you would like to have ADWAS added to your will, please email Carol Brown at carol@adwas.org for further details.

If we have not included your name on this list, accept our apologies. Please contact Carol to make sure that you are recognized for your thoughtful generosity.



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Fax: 206-726-0017

E-mail: adwas@adwas.org

Office Hours: 9am - 5pm Monday - Thursday

(closed 12 pm-1pm)

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National Domestic Violence Hotline

Deaf Advocates on duty 9am - 5pm Monday - Friday PST

Videophone: 1-855-812-1001

AIM: DeafHotline

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Local Sexual Assault & Domestic Violence Crisis Line

24 hours - 7 days a week

Videophone: 1-206-812-1001

E-mail: hotline@adwas.org

